

Reinvest Surplus, CAUT Tells Ottawa

CAUT is urging the federal government to reinvest its looming budgetary surplus in post-secondary education and other social programs.

In its pre-budget submission to the Finance Committee last month, CAUT states that restoring funding to social programs should be the top priority since cuts to federal spending far outpaced increases in taxes.

Since 1993/94 personal income tax revenue increased by more than 1 per cent of GDP, mainly the result of economic growth. Corporate income taxes rose on the strength of a growing economy and improved corporate profits, while EI premiums and sales and excise taxes declined. Overall, by 2000/01, total federal tax revenue is expected to increase by 1.4 per cent of GDP over 1993/94.

Meanwhile, federal program spending has been cut drastically from 16.6 per cent of GDP to just 12.2 per cent in the current fiscal year and will fall to 12 per cent next year. Transfers to persons were reduced by 1.2 per cent of GDP, largely as a result of cuts to Unemployment Insurance benefits and tightened eligibility requirements. Federal transfers to other levels of governments for

health care, post-secondary education, and social assistance declined by 1.5 per cent of GDP.

In total, between 1993-94 and 2000-01, program spending will have declined by 4.6 per cent of GDP while federal taxes rose by 1.4 per cent. In other words, spending cuts will have outpaced increased taxes by more than three to one.

"Clearly, these figures show that the federal government dealt with the deficit problem primarily by cutting program spending," noted CAUT president Bill Graham. "Ottawa needs to make repairing the damage done to post-secondary education and other programs the number one priority of the next budget."

Graham added that public funding cuts have been passed on to families in the form of increased private costs. In 1997, the most recent year for which detailed statistics are available, education spending alone was up 16 per cent when adjusted for inflation. This increase was due to the jump in university and college tuition fees. By contrast, spending on personal taxes fell by nearly 3 per cent.

Most observers agree that the surplus for the current fiscal year will be at least \$2 billion and as high as \$10 billion next year. ■

FEDERAL REVENUE

	1993	1995	1998	1999	2000
Personal Income Tax	7.1%	7.5%	8.3%	8.2%	8.1%
Corporate Income Tax	1.3%	2.0%	2.5%	2.3%	2.2%
Other Income Tax	0.2%	0.3%	0.3%	0.3%	0.3%
EI Premiums	2.5%	2.3%	2.2%	2.0%	2.0%
Sales & Excise Taxes	3.7%	3.3%	3.5%	3.5%	3.5%
Total Taxes	14.8%	15.3%	16.8%	16.4%	16.2%

FEDERAL EXPENDITURES

	1993	1995	1998	1999	2000
Transfers to Persons	5.2%	4.3%	3.9%	4.0%	4.0%
Transfers to Gov'ts	3.7%	2.4%	2.8%	2.2%	2.3%
Other Direct Spending	7.7%	7.2%	5.9%	6.0%	5.7%
Total Spending	16.6%	13.9%	12.6%	12.2%	12.0%

Figures indicate share of GDP and may not add up due to rounding.
SOURCE: Dept. of Finance, Fiscal Reference Tables, 1999 Federal Budget

Feds Urged to Scrap the Expert Panel Report

CAUT has called on the federal government to scrap the report of the Expert Panel on the Commercialization of University Research. "This report is badly flawed," said CAUT president Bill Graham. "We urge the federal government to set up a new and properly balanced panel to reconsider the very important issues related to commercialization and research."

The new panel must include participation by a wide range of groups, including actual university researchers from a diversity of disciplines and traditions. CAUT told NSERC president Tom Brzustowski who is conducting the public consultation on the panel's report.

In its commentary, CAUT noted that the common good of society depends on universities being places that encourage the search for knowledge and its free exposition. "But the freedom to pursue knowledge has always been endangered by those who put their special interest ahead of the public interest and, even more so, by those who define their special interest as the public interest," said CAUT treasurer Shirley Mills, who along with Graham and executive member Ken Field, met with Brzustowski on Oct. 5.

With the significant cuts in public funding, universities and governments have turned increasingly to the private sector for funding. But private funders often want to steer research and inquiry so that it serves their ends. "Not only does this threaten the intellectual integrity of university teachers and researchers, it goes against the larger public interest since most of our social and economic gains have come from basic research and curiosity-driven scholarship and inquiry," said Graham.

Graham also noted Nobel Laureate and University of Toronto professor John Polanyi's criticism of the corporate attempt to steer research: "It's hard enough to make discoveries in the first place. I don't know how to produce tailor-made discoveries for a particular industrial sector."

With the Panel composed primarily of representatives from the private sector and with no current university researchers or faculty representatives, the CAUT delegation said it was not surprising the report failed to reflect an understanding of the real issues in university research and the crucial questions about commercialization.

See EXPERT PANEL REPORT Page 2

Le fédéral doit mettre au rancart le rapport du Groupe d'experts

L'ACPPU demande au gouvernement de mettre au rancart le rapport du Groupe d'experts sur la commercialisation des résultats de la recherche universitaire. «Ce rapport est sérieusement vicié», a affirmé le président de l'ACPPU, Bill Graham. «Nous conseillons fortement au gouvernement fédéral de mettre sur pied un nouveau groupe d'experts, mieux équilibré, pour réexaminer les questions très importantes reliées à la commercialisation de la recherche.»

«La composition de ce nouveau groupe d'experts doit cependant représenter un large éventail d'intervenants du milieu, dont des chercheurs oeuvrant présentement dans des universités et provenant de diverses disciplines et traditions», a déclaré M. Graham à Tom Brzustowski, président du CRSHG et directeur des consultations publiques pour le rapport du Groupe d'experts.

Dans son commentaire, l'ACPPU a souligné que le bien commun de la société dépendait du fait que les universités sont des lieux qui encouragent la quête du savoir et sa libre présentation. Toutefois, selon la trésorière de l'ACPPU, Shirley Mills, la liberté de rechercher des connaissances est toujours mise en péril par ceux qui placent leurs intérêts devant l'intérêt public et, pire, par ceux qui définissent leurs intérêts comme étant de l'intérêt public. M^{me} Mills ainsi que M. Graham et Ken Field, un membre du

Comité de direction, ont rencontré M. Brzustowski le 5 octobre.

Face à de considérables compressions des deniers publics, les universités et les gouvernements se tournent de plus en plus vers le secteur privé pour obtenir du financement. Or les bailleurs de fonds veulent diriger la recherche pour qu'elles servent leurs fins, comme les représentants de l'ACPPU l'ont signalé à M. Brzustowski. «Cette tendance menace non seulement l'intégrité intellectuelle des professeurs et des chercheurs universitaires, mais elle va aussi à l'encontre de l'intérêt public plus général puisque la recherche fondamentale et non ciblée est à l'origine de la plupart de nos acquis socio-économiques», a ajouté M. Graham.

Il a également cité John Polanyi, lauréat du prix Nobel et professeur à l'Université de Toronto, qui a critiqué les tentatives du secteur privé de diriger la recherche : «Il est déjà assez difficile de faire des découvertes. Je ne sais pas comment produire des découvertes sur mesure pour un secteur industriel en particulier.»

Pour la délégation de l'ACPPU, il n'est pas surprenant que le rapport n'ait pu refléter une compréhension des vrais problèmes de la recherche universitaire et des questions cruciales touchant la commercialisation

Voir RAPPORT à la page 4

*Our Universities.
Our Future.*

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COMING SOON!

The CAUT grievance arbitration conference is set for Jan. 28 - 30, 2000. This year the conference will focus on The Settlement. Watch for more details in coming issues of the Bulletin.

NEWS • ACTUALITÉS

L'ACPPU demande au gouvernement fédéral de réinvestir les surplus

L'ACPPU conseille fortement au gouvernement fédéral de réinvestir ses apparents surplus budgétaires dans le secteur de l'enseignement postsecondaire et dans d'autres programmes sociaux.

Dans le mémoire précédant le budget et soumis au Comité des finances le mois dernier, l'ACPPU déclare que le rétablissement du financement des programmes sociaux devrait être la priorité principale puisque les réductions des dépenses fédérales excèdent de loin les hausses d'impôt. Depuis 1993-1994, les recettes provenant de l'impôt sur le revenu des particuliers ont augmenté de plus de 1 p. 100 du PIB, en raison principalement de la croissance économique. L'impôt sur les sociétés a augmenté grâce à la force d'une économie en croissance et de l'amélioration des profits des sociétés, alors que les primes d'assurance-emploi ainsi que les taxes de vente et d'accise ont fléchi. D'ici l'an 2000-2001, on s'attend à ce que le revenu fédéral total provenant de l'impôt s'accroisse de 1,4 p. 100 du PIB par rapport à 1993-1994.

Par ailleurs, les dépenses de programmes du gouvernement fédéral sont passées de 16,6 p. 100 du PIB à seulement 12,2 p. 100 pour l'exercice financier actuel et tomberont à 12 p. 100 l'année prochaine. Les transferts aux particuliers ont diminué de 1,2 p. 100 du PIB, principalement à cause de la réduction des prestations de l'assurance-emploi et du resserrement des conditions d'admissibilité. Les paiements de transfert fédéraux ont diminué de 1,5 p. 100 du

PIB. Au total, les dépenses de programmes auront chuté de 4,6 p. 100 du PIB entre 1993-1994 et 2000-2001, alors que l'impôt fédéral aura augmenté de 1,4 p. 100. En d'autres termes, les réductions des dépenses auront excédé les hausses d'impôt dans un rapport de trois à un.

«De toute évidence, les données révèlent que le gouvernement fédéral a éliminé le déficit principalement en s'abstenant des dépenses de programmes», fait remarquer le président de l'ACPPU, M. Bill Graham. «Le fédéral doit réparer les dommages qu'il a causés à l'enseignement postsecondaire et à d'autres programmes en en faisant sa première priorité dans le prochain budget.»

M. Graham ajoute que les compressions effectuées dans le financement public ont eu une incidence sur les familles en augmentant leurs coûts. En 1997, l'année pour laquelle nous avons des statistiques détaillées les plus récentes, les dépenses en éducation ont augmenté à elles seules de 16 p. 100, après rajustement de l'inflation. Cette hausse est attribuable à la montée en flèche des droits de scolarité des universités et des collèges. Par contraste, les dépenses en impôt personnel ont diminué de près de 3 p. 100.

La plupart des observateurs conviennent que les surplus de l'exercice actuel se chiffreront à au moins 2 milliards de dollars et à 10 milliards de dollars l'an prochain. ■

Traduit de l'article «Reinvest Surplus, CAUT Tells Ottawas».

Increased Student Fees Raise University Revenues

STUDENT fees and private grants are helping to raise university revenues at the same time as government grants are declining, statistics released last month reveal.

Despite public funding cutbacks in recent years, total university revenue in 1997/98 was up 4.5 per cent from the previous year. This was due almost entirely to increases in student fees. In 1997/98, student fees accounted for almost one-fifth of the revenue for Canadian universities, the highest level ever. Students paid \$2.4 billion in fees, an increase of about 10 per cent from the previous year and up 30 per cent over the preceding five years.

Student fees as a percentage of revenue were highest in Nova Scotia (28.2 per cent), followed closely by Ontario (23.6 per cent).

Meanwhile, combined federal, provincial and municipal grants and contracts to universities continue to shrink. Public funding was down more than 13 per cent from five years earlier. The share of revenue universities receive from governments fell from about 64 per cent in 1992/93 to just over 55 per cent in 1997/98.

Universities in Quebec received the highest proportion of revenue from government grants and contracts (67.8 per cent), and students there contribute 13.6 per cent of total university revenue.

The statistics also show that universities are increasingly turning to the private sector to make up for the shortfall in public funding. Overall, private donations and grants made up 9 per cent of total revenue in 1997/98, up from 6.8 per cent five years earlier. Universities in Ontario are the most heavily dependent on private funding which made up more than 11 per cent of total revenue in 1997/98.

"These figures underline our concern about universities' increasing reliance on fees and private funding," said CAUT executive director Jim Turk. "Skyrocketing tuition fees are making universities less accessible. Private donations often come with strings attached, and can compromise the integrity and independence of universities. Governments need to recognize that fees and private funding are simply no substitute for core public funding." ■

Feds Urged to Scrap Expert Panel Report

From PAGE 1

CAUT principal concerns with the report were the panel's recommendations that:

- commercialization becomes a fourth mission of the university — alongside teaching, research and community service;
- universities encourage commercialization by giving it appropriate recognition in tenure and promotion policies — good news for researchers developing highly marketable products but potentially harmful for those who specialize in theoretical physics, child poverty or English literature;
- faculty be required to either give ownership of intellectual property they create to the university or assign all rights for commercialization of the intellectual property to the university;
- universities be required to devote substantially more resources to increasing "their commercialization capacity" despite the fact the costs would be greater than the additional revenue projected by the panel;

• the tax system be overhauled to provide significantly more breaks for wealthy investors at a time when governments say there is not enough money for significant reinvestment in post-secondary education and research.

CAUT noted the report's complete failure to deal with ethical issues that can arise from the commercialization of university research. "This omission is telling," Graham said, "especially as the panel's work was done in the midst of the Oliveri case at the University of Toronto and the Hospital for Sick Children."

"Unfortunately, the one positive recommendation in the report — a call for an increase in government investment in university research — appears to be little more than window dressing," said Ken Field. "It receives less attention in the report than other recommendations such as the call for tax cuts, the demand that universities expand their commercialization efforts, or the alleged problems created by vesting intellectual property ownership with university researchers." ■

Reinvestment Needed To Avert Looming Crisis

By BILL GRAHAM

WE'RE getting killed out there. Salaries and working conditions for university teachers and academic librarians are being seriously eroded relative to workers in other fields in Canada. Research support and infrastructure remains insufficient and is being compromised by the drive to commercialize university research and shackle it to partnerships with the private sector. The unfettered search for truth and the pursuit of knowledge for the good of humanity is almost meaningless in government campuses and corporate boardrooms.

Repairing the damage to post-secondary education in Canada is long past due. The financing of universities historically has been the combined responsibility of the federal and provincial governments, but federal support for higher education has fallen to the lowest levels in more than 30 years. Federal cash transfers for post-secondary education declined by 44 per cent, from an estimated \$2.9 billion in 1992 to \$1.6 billion. Federal contributions to research, as a share of all sponsored research, fell from 57 per cent in 1980 to 40 per cent in 1990. Tuition fees for students increased by 126 per cent since 1990, with average debt loads reaching \$25,000. And full-time faculty positions declined by 10 per cent from 1992/3 to 1997/8.

Just recently the Council of Ministers of Education of Canada (CMEC) has called on the federal government to fully restore the Canada Health and Social Transfer (CHST), "particularly for post-secondary education," in the words of the B.C. Minister of Advanced Education, Training and Technology, Andrew Petter, who chaired the CMEC meeting. A survey of Canadians by Ekos Research, released in August, revealed that 85 per cent of those surveyed felt that education should be a high priority for the federal government, surpassed only by health care as the top priority.

On September 14 CAUT launched its national public awareness campaign — *Our Universities, Our Future* — to draw attention to the crisis in Canadian university education. The campaign will include a lobby of federal members of parliament in connection with the CAUT Council meeting in November. CAUT is drawing on its long-standing strategy concerning federal transfer payments to the provinces for post-secondary education. For the last 15 years CAUT's position has been that the federal government should establish a clearly identified post-secondary education fund, governed by a post-secondary education act (analogous to the Canada Health Act) that would outline the res-

possibilities for the federal and provincial governments, establish standards, enact enforcement mechanisms and determine funding formulae. Such an act would ensure that post-secondary education is governed with public accountability, assure access for all academically qualified students, protect academic freedom, and enhance the basic and applied research capabilities of universities.

CAUT proposes that the government create an arm's length advisory council to report to Parliament on the status of post-secondary education throughout Canada. CAUT's approach also recognizes that special arrangements may have to be made for Quebec.

A consequence of the CAUT position is that the CHST is replaced by separate stand alone funds, including a post-secondary education fund. There is a weakness inherent in the CHST, and in recommendations that the CHST should be restored: there is no mechanism in the present operation of the CHST to ensure that the provinces actually spend the portion of the federal transfer for post-secondary education on colleges and universities, and there is no federal monitoring or advisory council to report on higher education in Canada. So long as the CHST remains in place, university finances will remain at risk.

Finally, CAUT recommends that the post-secondary education fund be raised to and maintained at 0.5 per cent of the GDP which is consistent with funding levels as they were in the late 1970s and early 1980s. To reach this level would require an additional investment by Ottawa of about \$2.7 billion.

Such levels of reinvestment are desperately needed to deal with the present crisis facing our universities. And they are affordable, while still leaving room for additional reinvestment in health care and social assistance programs. There could also be room for modest tax cuts. The battle we face is with ultra conservative forces such as the C.D. Howe Institute, the Business Council on National Is-

sués, and others whose agenda has room only for massive tax cuts and is opposed to program spending.

In fact, the federal government has already set aside \$3 billion as a contingency reserve in each year, and will have a surplus of \$2 billion this year with a conservatively estimated \$10 billion in the next fiscal year. The enemies of federal core funding for universities want \$10-\$14 billion devoted to tax cuts alone, effectively eliminating any possibility for the government to address the serious needs of universities and colleges, health care and social assistance.

They have used the term "brain drain" in an attempt to confuse Canadians into believing that highly educated people are leaving Canada for the U.S. because taxes are too high in Canada. The argument is fallacious. We know, and can demonstrate, that this is not the case. Since 1993/4 revenue from income tax rose 1 per cent relative to the GDP, whereas program spending declined by 4.4 per cent, from 16.6 per cent of GDP to 12.2 per cent, or three times the rate of growth in income from tax revenues. The plight of the Canadian people arises from cuts to federal program spending; they must make up for the diminished spending by increased user fees (such as rising tuition) or diminution in the level and quality of services.

To the extent highly educated people are leaving Canada — the largest number are in health care — is because of massive funding cuts that eliminate jobs and reduce the quality of those that remain. Unless there is a significant reinvestment in health, education and research, the trickle in health care will become a flood in many sectors.

CAUT's public awareness campaign is targeted at the crisis our universities are facing. To be effective, we all need to take an active part in this campaign. ■

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EQUITY NEWS

An Initiative of CAUT's Status of Women Committee

Firefighter Wins Equity Battle

*Landmark court decision
hailed as a great leap forward
for equity in the workplace.*

THE face of anti-discrimination law in Canada has been dramatically changed by a recent ruling from the Supreme Court. In *British Columbia (Public Service Employee Relations Commission) v. British Columbia Government and Service Employees' Union* the court ruled that a mandatory fitness test for firefighters discriminates against women.

The court upheld the decision of an arbitrator, reinstating B.C. firefighter Tawney Meiorin to her former position with full compensation for her lost wages and benefits. Seven years ago Ms. Meiorin was hired as a firefighter by the Province of British Columbia. She lost her job three years later for not meeting a new standard of aerobic fitness that her employer held out to be a condition of employment for front-line forest firefighters.

In its unanimous decision, the court ruled the B.C. government failed to demonstrate the fitness standard was a necessary requisite for the safe and efficient discharge of the duties of a firefighter, and not justified by the employer as a "bona fide occupational requirement."

In coming to its decision, the court reaffirmed its position that for true equality to exist in the workplace, differences must be accommodated. In a strong statement to employers that will have broad implications for workplaces across the country, the court said: "Employers designing workplace standards owe an obligation to be aware of both the differences between individuals, and differences that characterize groups of individuals. They must build conceptions of equality into workplace standards. By enacting human rights statutes and providing that they are applicable to the workplace, the legislatures have determined that the standards governing the performance of work should be designed to reflect all members of society, in so far as this is reasonably possible."

Unions and advocates for equity have hailed the decision as a great leap forward for equity in the workplace. ■



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The Association for the Unity and Integration of Knowledge will be holding its 5th meeting at the Edmonton Congress of the Social Sciences and Humanities, May 25-26, 2000, under the sponsorship of the Faculties of Education and General Studies, The University of Calgary.

Individuals interested in themes pertaining to knowledge integration and unification are invited to submit proposals (500 words) for 30-40 minute presentations.

This year's focus is social and cultural constructions of reality (e.g., roles played in pedagogy, power, and knowledge as well as origins and evolution of such integrative structures).

Please direct submissions by November 30, 1999, to
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Settlement at Wilfrid Laurier

By DOUG LORIMER

DURING the past decade of concessionary bargaining, there remained the faint hope that one day conditions would eventually improve. The new three-year collective agreement signed in September between Wilfrid Laurier University and Wilfrid Laurier University Faculty Association indicates the long-anticipated new day may have arrived. The agreement ends a five-year freeze stretching back to Bob Rae's Social Contract, and in addition to scale, career development, and merit adjustments includes a special parity adjustment in response to the emerging demand for qualified academic staff.

Two new realities have fundamentally altered the conditions for collective bargaining. Even though the government support for post-secondary education remains pitifully inadequate and there is an increased reliance of student tuition fees, the demand for university education is more intense than ever. Laurier has been particularly successful in recruiting students with record numbers of freshmen in 1998-99 and 1999-2000. With more students and more revenue, the university could not claim to be cash poor.

The second reality is the impact of the retirement of faculty appointed in the boom of the 1960s. Here Wilfrid Laurier is particularly vulnerable. With a younger faculty, with a good reputation for teaching and research, yet with salaries \$5,000 below the average for Ontario, the university was becoming a "farm team" for universities needing to replace retiring faculty.

In these circumstances, WLUA rejected the solution advanced elsewhere, a large discretionary anomalies fund, and successfully negotiated a special parity adjustment. This adjustment includes an across-the-board increase of \$700 added to the salary base of each member in each of the three years of the agreement. The most underpaid academic staff was in the age cohort from 35-55, and for this group there is a further significant adjustment based on years of service.

Of course such an adjustment comes with a price. The university wanted some form of cap on Career Development Increments (CDIs) by rank. At Laurier, as in other universities with significant market differentials in salaries of academic and professional faculty, caps on salaries can have discriminatory effects depending on one's starting salary. To address this problem,

WLUA designed a "double-capping" scheme. There are standard caps on ranks, but regardless of these caps one is entitled to a number of CDIs in a rank (12 CDIs for Associate or Librarian III). This scheme allows for differences in starting salaries without any disadvantage to the career earnings of the lower or higher salary earner. It also means individuals who are awarded merit do not necessarily reach a cap earlier in their careers. This form of "double-caps" fulfilled the university's objective of wanting both accountability and the recognition of excellence, and satisfied the faculty association's concern for fairness in compensation.

The end result is an increase of 5.15 per cent in the first year, and 10.62 per cent in the three years of the agreement. All our soothsayers are forecasting increased student demand and a decline in the number of qualified academic staff. At Laurier, these conditions provided for a satisfactory settlement that will move salaries into the middle range of Ontario universities. Let us hope the settlement is also a sign of better things to come, and of an end to concessionary bargaining. ■

(Doug Lorimer was chair of the bargaining committee for WLUA.)

CAW-Ford Agreement Could Set New Trend

THE Canadian Auto Workers and Ford Canada recently reached a precedent setting agreement that covers all Ford workers in Canada. It breaks the 1990s pattern of low wage settlements across public and private sectors.

The agreement provides wage increases of 4.5 per cent in each of the next three years, significant pension increases, a new \$2,000 a year childcare subsidy, and an \$800 annual tuition-fee subsidy for each child. Improvements to the pension

plan mean that workers with 30 years' experience can retire at any age under 65 and receive a \$2,800-a-month pension, paid entirely by the employer. The monthly amount jumps to \$3,100 in 2004. This is the first Ford agreement that provides an unreduced pension if the person retires before age 65.

"Hopefully this agreement will break the trend of excessively modest settlements," said Andrew Jackson, senior economist with the Canadian Labour Congress. ■

Military Colleges Sign New Contract

ON June 30, 1999, after more than a year of bargaining, the Canadian Military Colleges Faculty Association signed a new two-year contract with the Treasury Board of Canada. The contract applies to all members of the "University Teaching Group" within the Public Service of Canada and covers the period from 1 July 1998 to 30 June 2000.

Terms of the new contract are as follows: A 2.5 per cent pay increase retroactive to 1 July 1998. Effective July 1, 1999 — a restructuring of the pay scales to one, resulting in an average increase of

0.47 per cent; a further increase by 1.17 per cent in the restructured pay scale; one extra level added at the top of the scale for each of the current professorial ranks resulting in an immediate additional increase of \$2,081 for approximately 70 per cent of the membership; professional development expense increased from \$350 to \$600; a new and improved article covering maternity, paternity, and adoption leave; and a new sabbatical leave policy that allows for six-month sabbaticals after three years of service. ■

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Un rapport au rancart?

Suite de la PAGE 1

puisque le Groupe d'experts était surtout composé de représentants du secteur privé et ne comptait aucun chercheur ou professeur d'université oeuvrant actuellement dans le milieu.

L'ACPPU a fait part de ses principales préoccupations concernant les recommandations suivantes du Groupe d'experts :

- Que la commercialisation devienne la quatrième mission de l'université, aux côtés de l'enseignement, de la recherche et du service à la communauté;

- Que les universités encouragent la commercialisation dans la reconnaissance des politiques sur la permanence et l'octroi de promotion;

- Que les professeurs soient tenus de céder à l'université leurs droits sur la propriété intellectuelle qu'ils créent ou de faire cession à l'université de tous leurs droits pour la commercialisation de la propriété intellectuelle;

- Que les universités soient tenues de consacrer sensiblement plus de ressources afin d'augmenter leur capacité de commercialisation, même si les coûts seront plus élevés que les revenus

supplémentaires proposés par le Groupe d'experts;

- Que le régime fiscal soit remanié afin d'offrir plus de diminution d'impôt aux riches investisseurs alors que les gouvernements soutiennent que les crédits sont insuffisants pour réinvestir des sommes importantes dans l'enseignement postsecondaire et la recherche.

L'ACPPU a fait remarquer que le rapport ne traite aucunement des questions d'éthique que la commercialisation de la recherche universitaire peut soulever. Pour M. Graham, «cet oubli est éloquent surtout que le Groupe d'experts a effectué ses travaux au milieu de l'affaire Olivieri à l'Université de Toronto et à l'hôpital pour enfants de Toronto.»

«La seule recommandation positive du rapport, celle qui favorise la hausse des investissements publics dans la recherche universitaire, semble être un petit peu plus qu'une façade», a affirmé Ken Field. «Elle reçoit moins d'attention que la demande de baisser les impôts, l'exigence que les universités augmentent leurs efforts de commercialisation, ou les prétendus problèmes qui sont créés en attribuant la propriété intellectuelle aux chercheurs universitaires.» ■



The Uncertain Future of the Liberal Education

By PAUL AXELROD

LIBERAL education is at risk in Canadian universities, and the threat arises from the forced reorientation of higher education to assumed market needs. Economic pressures have certainly affected the development of post-secondary education in the past, but for the first time since the 1950s recent funding cuts by federal and provincial governments have been accompanied by an apparent sea change in public policy.

The principle of ample public funding to relatively autonomous universities which enabled the liberal arts to thrive in the period of postwar educational expansion is in question.

The doctrines of globalization, privatization, institutional competition, market-driven programming and user-pay fee schedules are now pushing at the gates of higher learning. Consequently, teaching and research in the so called "soft" disciplines (the humanities, the social sciences, the fine arts) are losing status in favour of the supposedly market-worthy subjects: business, technology, the "hard" sciences, and the professions.

Many corporate leaders and politicians are now advocates of what Sheila Slaughter and Larry Leslie call "academic capitalism." This is a world in which students pay something much closer to the full cost of higher education, in which corporations play a greater role in shaping university policy, in which research support from the public and private sector is targeted to business and high technology needs, in which tenure disappears, and in which faculty entrepreneurialism and private universities are encouraged.

According to Peter Godsoe, CEO of Scotiabank, these types of policies are not only desirable but inevitable:

"Our university system will see a period of rationalization over the next decade; overlapping programs must be eliminated or merged, and greater efficiencies in program delivery and in administration will have to be found and developed. We need to unbundle our funding and allow universities to compete for research grants; we need to tolerate variation in tuition fees to promote institutional excellence; and we need to permit private institutions to play a role in our university system. Let the market, not the government, determine which universities succeed and where our centres of excellence are."

Consider the policies already in place to shift the direction and reshape the funding allocation practices of Canadian universities. Between 1980 and 1995, operating revenues derived from tuition rose from 13 per cent to 24.3 per cent, and the proportion has since climbed further.

Research funding from both federal and provincial agencies now favours mission- and market-oriented studies over basic, curiosity-driven scholarship.

The new Canada Foundation for Innovation, for example, is to provide some \$800 million of federal funding to universities in the areas of science, health, engineering and the environment, while requiring some 60 per cent of project costs to be funded by the private sector. This should ensure economic rather than scholarly interests determine the content of research proposals.

Similar research priorities and private sector participation are the basis of the new 10-year, \$3 billion Ontario Research and Development Challenge Fund. All of this was

preceded by the Centres of Excellence programs which have channelled research efforts into the demands of high technology and the marketplace.

Those of us in the arts are familiar with the "strategic" grant dimension of the Social Sciences and Humanities Research Council which has provided special support in areas of "national importance" such as "managing global competitiveness" and "challenges and opportunities of a knowledge-based economy."

Ironically, governments committed to the laissez-faire, and free-enterprise model are among the most interventionists in the affairs of higher education. Ontario's enrolment-steering policy is a case in point: universities that double the enrolments in computer science and engineering over a three-year period can double the tuition fees in these fields.

The former Conservative government of Manitoba had new legislation requiring the province to approve a university's plan to expand, alter, or end an academic program, and the Alberta Tories pioneered the performance indicator system in which universities are judged and rewarded by governments on the extent to which they achieve specified goals, including successfully sending their graduates into the labour market.

But social democratic governments have been, at times, equally directive. Significantly, two of British Columbia's major higher education initiatives — Royal Roads University and the Technical University of British Columbia — are designed explicitly to serve economic needs. The arts have no evident role to play in this mission.

Les sciences humaines et sociales sont en péril dans les universités canadiennes à cause d'une réorientation de l'enseignement post-secondaire vers les besoins du marché. L'auteur de l'article, Paul Axelrod, explique comment des facteurs comme la mondialisation et la privatisation précarisent les disciplines libérales au profit de celles davantage axées sur le marché; entre les affaires et la technologie. Il reprend l'expression de Larry Leslie, le «capitalisme universitaire», où l'entreprise privée contribue grandement à la modification des politiques des universités, et où le soutien public et privé de la recherche vise les besoins du milieu des affaires et de la haute technologie. Selon l'auteur, pour amorcer un virage, et redonner aux disciplines libérales leurs lettres de noblesse, il faudra que les professeurs réussissent à convaincre les dirigeants universitaires et les décideurs que l'enseignement postsecondaire ne peut pas seconder l'économie ni prévoir à long terme les exigences de la main-d'œuvre.

Some business leaders do speak glowingly of the importance of the liberal arts. Matthew Barrett, retired president of the Bank of Montreal, contends that "it is far more important that students graduate from university having read Dante, or the great historians of today and yesterday, than understanding the practice of double-entry accounting... Education should impart not fact, not training, not even skills above essential literacy and numeracy, but rather the 'cross-curriculum' abilities to reason, to imagine, to think laterally, and perhaps most important, to welcome learning as a continuing essential part of life."

Judging by corporate donation and recruiting strategies, these noble sentiments

reflect theory more than practice. Marsha Hanen, president of the University of Winnipeg observed that "Corporations say they want graduates with broad analytical, thinking and organizational skills. But more and more, when they actually hire, they say, 'I need this, and I need this, and I need it now!'"

And Matthew Barrett's very own director of recruiting for North America was more circumspect than his boss about how banks hire. Having academically well rounded employees is desirable, but line managers are not necessarily looking for Dante experts. "It's a lot easier to assimilate into a bank if you have some banking classes," he said.

Sociologist Graham Lowe contends that Canadian employers are in fact failing to take advantage of the types of skills that university graduates actually have. Jobs, consequently, are less rewarding and employees are less productive than they otherwise might be.

Recent changes in Canadian law entitle corporations to higher tax breaks in exchange for donations to higher education, and permit universities to sell patents to corporations — patents developed from academic research subsidized by government.

Despite these incentives, and despite some highly publicized and successful fundraising campaigns, Canadian universities are unlikely ever to offset public funding cuts with business and industry donations, even as the universities shift their academic priorities in an effort to attract the corporate funding.

Canada's population and capital base are too small, especially in comparison to

Of equal concern is the growing acceptance of this view of higher education's role by the public and by aspiring university students. In July of 1998, Angus Reid pollsters claimed to have been stopped cold by a survey showing that a B.A. in Arts was considered by only three per cent of the population to be the most valuable type of education to have in the work force in 10 years.

Ranking higher was "high school education with lots of on-the-job-training." A university degree in science drew a 18 per cent response. At the top of the list, at 35 per cent, was "a college diploma in a technical occupation."

A recent American study sponsored by liberal arts colleges similarly found that "the liberal arts are neither understood well nor held in high esteem by a critical segment of society." And in the fall of 1998, enrolments in liberal arts courses in Ontario universities fell by 17 per cent, possibly auguring a national trend.

Such findings can only further diminish the position of the social sciences, the humanities, and the fine arts. And because women now enrol in the liberal arts at a significantly higher rate than men, declining support for these fields of study threatens to undermine the educational inroads made by women over the past two decades.

Those committed to securing the health of these disciplines must argue more persuasively, in clear and accessible language, for the intrinsic value of the liberal arts. Should they also make the case for liberal education, as Michael Useem does, on the basis of its demonstrable but underacknowledged applied value in the labour market?

He argues that even in a world of globalization and corporate restructuring, the broadly trained have a viable place. Its employees' understanding of foreign languages, cultures and environmental concerns can help smooth a company's path into foreign markets.

Graduates themselves credit liberal education with cultivating critical thinking, flexibility on the job, tolerance, the ability to integrate new information, and to "grasp the big picture."

These are useful, though risky, arguments on behalf of liberal education, echoed by most university spokespersons. If the arts are sold exclusively on the basis of their economic utility, then what happens to the claim when an economy remains stagnant, and arts graduates underemployed?

Still, we cannot ignore the demands of the market, or of the students, which as surveys show are increasingly utilitarian in their academic choices. Aging faculty who do not plan to retire early should learn all they can about students' concerns rather than simply disparaging them. From our usually safe positions as tenured professors, we are, at times, too quick to dismiss students' bread and butter preoccupations, and to bemoan their failure to love learning for its own sake.

We can make our arts classes as engaging, exciting and innovative as possible — which may mean changing how we teach — in order to retain student enthusiasm for the humanities and social sciences. Faculty might also have to address thoughtfully the relevance of their courses to the world of employment, and exploit instruments such as the Internet in a way that does not

See LIBERAL EDUCATION Page 6

Canadian Libraries Hit Bottom, ARL Survey Shows

CANADIAN university libraries again ranked near the bottom of the Association of Research Libraries annual survey of 111 university research libraries in the United States and Canada. Seven of the 13 Canadian institutions ranked in the bottom quartile with respect to size.

Only the University of Toronto (#4), the University of Alberta (#29), and the University of British Columbia (#35) ranked in the top half. Following them in the list were McGill (57), Laval (73), Western Ontario (78), York (89), Manitoba

(101), Saskatchewan (105), Queen's (106), McMaster (108), Waterloo (110) and Guelph (111).

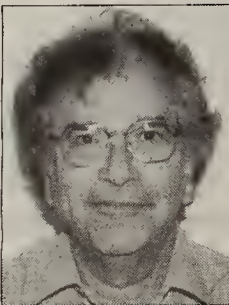
The survey also reported that only 12 of the 111 universities reduced their total library expenditures between 1992-93 and 1997-98. Eleven were Canadian: Western Ontario (-14.9 per cent), Laval (-13.1 per cent), Waterloo (-12.6 per cent), McMaster (-11 per cent), York (-8.3 per cent), Queen's (-7 per cent), McGill (-6.3 per cent), Alberta (-4.1 per cent), Manitoba (-2.6 per cent), Guelph (-1.4 per cent), Saskatchewan (-0.4 per cent).

"The ARL survey shows the effects of continued university under funding by the federal and provincial governments," said CAUT president Bill Graham. "Why is it that every major American public university except Hawaii could increase funding for libraries while eleven of thirteen Canadian institutions cut their library expenditures? This situation can only be reversed if governments provide adequate funding and if university administrations recognize the vital importance of libraries to the intellectual life of the university." ■

CAUT Steps Up Bargaining Support Nomination à l'ACPPU

NEIL Tudiver has been appointed to the position of Assistant to the Executive Director — Collective Bargaining and Organizing. Dr. Tudiver is an associate professor of social work at the University of Manitoba where he has taught for the past 22 years. He is a past president and a former chief negotiator of the University of Manitoba Faculty Association.

Dr. Tudiver has an MBA and a PhD in Business Administration from the University of Michigan. He is also the author of the first book in CAUT's new monograph series *Universities for Sale: Resisting Corporate Control of Canadian Higher Education*, to be released at the end of October. ■



Dr. Neil Tudiver begins his new position on Jan. 4, 2000. Neil Tudiver entrera en fonction le 4 janvier 2000.

NEIL Tudiver a été nommé au poste d'adjoint du directeur général — négociation collective et organisation. M. Tudiver est professeur agrégé en travail social à l'Université du Manitoba où il enseigne depuis 22 ans. M. Tudiver est président sortant et un ex-négociateur en chef de l'Université du Manitoba Faculty Association.

Il détient une maîtrise et un doctorat en administration des affaires de l'Université du Michigan. Il est également l'auteur du premier ouvrage de la série de monographies de l'ACPPU, intitulé *Universities for Sale: Resisting Corporate Control of Canadian Higher Education*, l'ouvrage sera lancé à la fin d'octobre. ■

The Future of the Liberal Education

From PAGE 5

compromise the intellectual integrity of their subjects.

But we must also attempt to make university officials and policy makers understand that higher education is capable neither of rescuing economies nor of accurately anticipating long term labour force demands — a challenge that has, to date, confounded business and government themselves.

By transforming their academic programs to meet expected market needs, universities will pay the price for promoting the myth that they are the key engines of economic growth. If current trends continue, we will wake up some time early in the 21st century with universities shorn of cultural life, serving merely as a "subsector of economic policy."¹ Some institutions are already there. ■

(Paul Axelrod is a professor in the division of social science at York University, and the author, most recently, of *The Promise of Schooling: Education in Canada, 1800-1914*, University of Toronto Press, 1997.)

1. Guy Neave, cited in *Academic Capitalism*, p. 40.

This article is adapted from "Challenges to Liberal Education in an Age of Uncertainty," which first appeared in *Historical Studies in Education*, 10, nos. 1-2 (1998): 1-19, and is published with that journal's permission.

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

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Bibliothèques de recherche : au dernier rang

UN sondage annuel de l'Association of Research Libraries, mené auprès de 111 bibliothèques universitaires de recherche des États-Unis et du Canada révèle que les bibliothèques d'université canadiennes se classent encore aux derniers rangs. Des 13 établissements canadiens, sept se classent dans le dernier quartile quant à la taille.

Seules les universités de Toronto (4^e), de l'Alberta (29^e) et de la Colombie-Britannique (35^e) se classent dans la première moitié. Elles sont suivies des universités McGill (57^e), Laval (73^e), Western Ontario (78^e), York (88^e), Manitoba (101^e), Saskatchewan (105^e), Queen's (106^e), McMaster (108^e), Waterloo (110^e) et Guelph (111^e).

En outre, d'après le sondage, seulement 12 des 111 universités ont diminué leurs dépenses totales pour les bibliothèques entre 1992-1993 et 1997-1998. Parmi celles-là, onze étaient canadiennes :

- Western Ontario -14,9 p.100
- Laval -13,1 p.100
- Waterloo -12,6 p.100
- McMaster -11 p.100
- York -8,3 p.100
- Queen's -7 p.100
- McGill -6,3 p.100
- Alberta -4,1 p.100
- Manitoba -2,6 p.100
- Guelph -1,4 p.100
- Saskatchewan -0,4 p.100

«Le sondage de l'ARL montre les effets du sous-financement continu exercé par les gouvernements fédéral et provinciaux», a déclaré le président de l'ACPPU, Bill Graham.

«Pourquoi, dites-moi, chacune des grandes universités publiques américaines, à l'exception de celle d'Hawaï, peut accroître le financement de ses bibliothèques alors que onze universités canadiennes sur treize diminuent leurs dépenses pour les bibliothèques? On peut redresser cette situation seulement si les gouvernements versent des fonds suffisants et si les administrations universitaires reconnaissent l'importance vitale des bibliothèques pour la vie intellectuelle de l'université.» ■

Traduit de l'article «Canadian Libraries Hit Bottom, ARL Survey Shows».

One Voice for Post-Secondary Education

CAUT has joined with student groups, researchers, and university and college associations in calling on the federal government to increase cash transfers for post-secondary education in the next budget.

In a letter submitted to the House of Commons Standing Committee on Finance, CAUT, the Canadian Federation of Students, the Canadian Consortium for Research, the Canadian Alliance of Student Associations, the Association of Universities and Colleges of Canada, and the Association of Canadian Community Colleges urged the committee to increase federal transfers for postsecondary education significantly over two years and to make a long-term commitment to staged increases in subsequent years.

"Between 1993 and 1998, real government funding per student for Canadian universities declined by almost 20 per cent," the organizations noted in their letter. "The decline in public funding for post-secondary institutions, due in part to severe cuts in federal transfers, has put at risk their ability to provide high-quality, accessible education to all academically-qualified students and to pursue innovative research." ■

The groups warned that because of reduced funding, students and their families are bearing an increasing proportion of the cost of their education through higher fees. There are also fewer faculty and the acquisition of books and journals by academic libraries has been cut.

With the federal government now having turned the corner on the deficit it has the fiscal room it needs to make post-secondary education a priority the groups noted.

The letter also pointed out that a recent Ekos Research survey on federal budgetary priorities revealed that 85 per cent of Canadians felt that education should be a high priority for the federal government. ■

The full text of the joint letter is available online at www.caut.ca.

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Union Victory at Supreme Court

CANADIAN unions have won a long battle to protect the freedom of expression of their members and the exercise of their labour rights. In two decisions released in September, the Supreme Court of Canada unanimously upheld union members' rights to distribute leaflets at secondary sites during labour disputes. The court held that while most labour relations statutes prohibit secondary conventional picketing, prohibiting the peaceful distribution of leaflets would constitute an infringement of the Charter guarantee of freedom of expression.

In distinguishing between picketing and leafleting, the court held that consumer leafleting did

not have the "coercive component" normally associated with picketing, and is a legitimate, lawful means of disseminating information in a democratic society.

The court acknowledged that "For employees, freedom of expression becomes not only an important but an essential component of labour relations. It is through free expression that vulnerable workers are able to enlist the support of the public in their quest for better conditions of work." ■

The cases of *U.E.C.W., Local 1518 v. Kmart Canada Ltd.* and *Aliso Building Products Ltd. v. U.E.C.W., Local 1288P* can be viewed at www.droit.umontreal.ca/doc/csc-scj/en/sec/index.html.

L'entente entre les TCA et Ford

L'ENTENTE récemment conclue entre Ford et les travailleurs et travailleuses canadien(ne)s de l'automobile, qui touche tous les travailleurs et travailleuses de Ford au Canada, établit un précédent. En effet, cette entente rompt avec la tendance des années 1990 alors que les secteurs public et privé ne consentaient que de faibles hausses salariales.

L'entente conclue prévoit des hausses de salaire de 4,5 p. 100 pour chacune des trois prochaines années, une hausse considérable des pensions, une nouvelle subvention de 2 000 \$ par année pour les services de garde et une subvention annuelle de 800 \$ par enfant pour les frais de scolarité.

Les améliorations apportées au régime de retraite permettent aux

travailleurs et travailleuses de plus de 30 ans d'expérience de prendre leur retraite avant 65 ans et de toucher des prestations de 2 800 \$ par mois, entièrement payées par l'employeur. Le montant mensuel sera majoré à 3 100 \$ en 2004. C'est la première fois que Ford conclut une entente prévoyant des prestations de retraite non réduites si un employé ou une employée prend sa retraite avant 65 ans.

«Nous espérons que cette entente rompra la tendance en faveur de très modestes concessions», a déclaré Andrew Jackson, économiste principal au Congrès du travail du Canada. ■

Traduit de l'article «CAW-Ford Agreement Could Set New Trend».

CAUT Gears Up for Lobby Day

MORE than 50 representatives of faculty associations from across the country will be participating in a national lobby for post-secondary education next month in Ottawa.

The lobby, organized jointly by CAUT and the Federation québécoise des professeurs et professeurs d'université, is part of CAUT's ongoing public awareness campaign and is designed to draw attention to the impact of public funding cuts on Canada's universities and colleges.

CAUT president Bill Graham said the lobby will give many faculty associations the opportunity to meet their local Members of Parliament for the first time and to provide them with a first-hand ac-

count of the problems facing universities and colleges as a result of reduced funding.

"Most politicians are aware of the extent of federal cuts to post-secondary education," noted Graham. "But I don't think they know what the specific impact of those cuts has meant for the quality and accessibility of the universities and colleges in their ridings."

"Having CAUT members tell the story about what is happening to tuition fees, library holdings, faculty numbers, and research funding at specific institutions will be an important first step in getting Ottawa to recognize the urgency of the situation and to take action." ■

La hausse des droits de scolarité fait grimper les revenus universitaires

SELON des statistiques rendues publiques le mois dernier, les droits de scolarité et les subventions du secteur privé permettent aux universités d'augmenter leurs recettes alors que les subventions gouvernementales sont en baisse.

Malgré la réduction des deniers publics depuis quelques années, le revenu total des universités en 1997-1998 excédait de 4,5 p. 100 celui de l'année précédente. Cet écart est presque entièrement attribuable à la hausse des droits de scolarité.

En 1997-1998, les droits de scolarité représentaient presque le cinquième des recettes des universités canadiennes, le niveau le plus élevé jamais encore égalé. Les étudiants versent 2,4 milliards de dollars en frais de scolarité, une hausse de 10 p. 100 sur l'année précédente et une hausse de 30 p. 100 sur les cinq années précédentes.

En proportion du revenu, les droits de scolarité étaient plus élevés en Nouvelle-Écosse (28,2 p.

100) qui est suivie de près par l'Ontario (23,6 p. 100).

Par ailleurs, les subventions et les contrats fédéraux, provinciaux et municipaux réunis octroyés aux universités continuent de diminuer. Ainsi, les crédits publics ont baissé de plus de 13 p. 100 par rapport à il y a cinq ans. La proportion des revenus que les universités reçoivent des gouvernements est passée d'environ 64 p. 100 en 1992-1993 à un peu plus de 55 p. 100 en 1997-1998.

Les universités du Québec ont obtenu la plus large proportion de revenus provenant de subventions et de contrats gouvernementaux, soit 67,8 p. 100. Les étudiants québécois représentent toutefois seulement 13,6 p. 100 du revenu total des universités.

Les statistiques révèlent en outre que les universités se tournent de plus en plus vers le secteur privé pour combler la diminution des crédits publics. Dans l'ensemble, les dons et les subventions du secteur privé représentaient jusqu'à 9 p. 100 du revenu

total en 1997-1998, une hausse de 6,8 p. 100 par rapport aux cinq années précédentes. Les universités de l'Ontario dépendent le plus des fonds privés qui représentaient plus de 11 p. 100 des recettes totales en 1997-1998.

«Ces données viennent justifier notre inquiétude face à la dépendance de plus en plus grande des universités envers les droits de scolarité et les fonds privés», a déclaré Jim Turk, directeur général de l'ACPPU.

«Les droits de scolarité qui grimpent en flèche diminuent l'accessibilité des universités. Les dons du secteur privé sont souvent conditionnels et peuvent compromettre l'intégrité et l'indépendance des universités. Les gouvernements doivent reconnaître que les droits de scolarité et les fonds privés ne peuvent tout simplement pas remplacer le financement public de base.» ■

Traduit de l'article «Increased Student Fees Raise University Revenues».

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AGRICULTURAL ECONOMICS & BUSINESS

UNIVERSITY OF QUELIM - Agricultural Business Management, Department of Agricultural Economics and Business. A tenure track position at the Assistant Professor level starting January 1, 2000 at an mutually agreed. The appointee will be expected to establish an externally funded research program in agricultural business management, demonstrate a commitment to teaching graduate, undergraduate and diploma courses in agricultural economics or agricultural business management; work collaboratively with colleagues within and outside the University and show leadership in engaging in public service activities related to agricultural and/or food businesses with industry and government. Expertise in industrial organization or business finance or agribusiness management would be highly regarded. A Ph.D. or equivalent qualification in agricultural economics, applied economics, business management or a related area and demonstrated ability to conduct independent research. Applications should include a curriculum vitae, a brief description of career interests, transcripts and three letters of reference. They should be sent to: Dr. Kevin Patton, Chair, Department of Agricultural Economics and Business, University of Guelph, Guelph, Ontario N1G 2W1. Telephone: (519) 824-4120, Ext. 3532; Fax: (519) 824-4120; e-mail: kpatton@uoguelph.ca. Application closing date is November 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.

AGRICULTURAL SCIENCES

UNIVERSITY OF BRITISH COLUMBIA - The Faculty of Agricultural Sciences at the University of British Columbia invites applications from suitably qualified persons for the position of Instructor in the Agroecology Program. The position involves undergraduate and graduate teaching, research and community service. Candidates must have a Ph.D. in philosophy, biology, sociology or a similar field and teaching/research interests in the areas of critical thinking, ethics and sustainable agriculture. Preference will be given to individuals with strengths in the areas of critical thinking, ethics and sustainable agriculture. Ideally candidates will bring a global perspective to their teaching through direct experience or interest in global issues. Candidates must also be committed to undergraduate teaching in an interdisciplinary and flexible, team teaching framework. Join our Web site for more curriculum development information: www.agsci.ubc.ca. The Faculty is in the process of a significant transformation of its undergraduate programs with an emphasis on problem-based learning as a pedagogy and distributed learning as the means of delivery. It is expected that the position may involve connections across the campus to teach collaboratively with units such as anthropology, sociology, international relations and women's studies. Salary is commensurate with qualifications and experience. Duties include participation in department and delivering the Land, Food & Community 1 course, particularly the modules in critical thinking and ethics, and assisting in the development and delivery of the total new Agroecology curriculum, working in the areas of cultural diversity, ethics and values and relations between scientific and community-based ecological knowledge; promoting our "global graduate studies" program; and mentoring graduate students. Teaching and curriculum development experience an asset. UBC hires on the basis of merit and is committed to employment equity. UBC encourages all qualified persons to apply, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada in the first instance. The position is subject to budgetary approval. Applications will be received until November 1, 1999 or until the position is filled. Applicants should submit a letter containing a full curriculum vitae, names of three referees, and a sample of research to: Dr. Art Bonke, Chair, Agroecology Search Committee, c/o Faculty of Agricultural Sciences, The University of British Columbia, 240-2375 Main Mall, Vancouver, B.C. V6T 1Z4.

ANIMAL SCIENCE

MCILL UNIVERSITY - Faculty of Agricultural and Environmental Sciences. The Department of Animal Science at McMill University is seeking applications for a tenure-track position of

Assistant Professor of Dairy Nutrition and Management. The successful applicant will be expected to supervise graduate students and to teach a dairy production course at the undergraduate level and upper level courses in nutrition and lactation physiology. The individual is expected to develop a strong and independent research program supported by outside research funds. In dairy nutrition and physiology, as related to dairy production. The required qualifications include a Ph.D. in dairy science or animal science with specialization in ruminant nutrition and a good knowledge and understanding of ruminant metabolism, strong potential for or a record of developing an independent research program in dairy nutrition and/or physiology, ability for effective teaching at the graduate and undergraduate levels. Communication and interaction with the dairy industry in Quebec will be expected. Salary is commensurate with the candidate's qualifications and research record. Submit letter of application, curriculum vitae, statement of teaching and research interests, and names of three referees willing to furnish letters of reference to: Dr. Xin Zhao, Chair, Department of Animal Science, McGill University, Macdonald Campus, 21111 Lakeshore Road, Ste. Anne de Bellevue, QC H9B 3A9, Fax: (514) 398-7364. Applications will be considered before October 31, 1999. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all qualified applicants are encouraged to apply. McGill University is committed to equity in employment.

ANTHROPOLOGY

UNIVERSITY OF TORONTO - **Forensic Anthropology**. University of Toronto, Department of Anthropology, a Message invites applications for a tenure-track position at the rank of Assistant Professor, beginning July 1, 2000. A Ph.D. is required as well as clear and substantial evidence of excellence in research and teaching in Forensic Anthropology. Persons with demonstrated theoretical strength in Forensic Anthropology and skills in computer applications in both research and teaching are encouraged to apply. Preference will be given to those whose interests include applied interests in contemporary legal cases. The successful candidate will contribute to undergraduate and graduate Anthropology programs, promote the academic development of Forensic Science at the University of Toronto and disseminate and provide continuing Forensic Science community outside the University. The

University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples, and persons with disabilities. The deadline for submissions of applications is November 20, 1999. Applicants should include a Curriculum Vitae and teaching portfolio or dossier. Candidates should also submit a three letters of reference to be submitted under separate cover. All correspondence should be sent to: Professor Yi Yin Liang, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario Canada M5S 1A5; Fax: (416) 978-3217; Internet: valiang@chass.utoronto.ca.

UNIVERSITY OF WINNIPEG - The Department of Anthropology, The University of Winnipeg, invites applications for a probationary tenure track position, at the rank of Assistant Professor. Applicants should have a Ph.D. completed time of appointment. The successful candidate must have a strong commitment to undergraduate teaching and to research. Preference will be given to applicants with: 1) a demonstrated record of successful teaching; 2) an established record of research; and 3) an established record of working with native communities; 4) an established record of working in a bione appropriate to the Manitoba situation; 5) a clear commitment to interdisciplinary teaching and research; and 6) regional, local and theoretical specialization that complements the department's strengths in accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should, by December 1999, send a curriculum vitae, including three letters of reference, and a sample of research, to: Dr. Peter B. Clarkson, Chair, Department of Anthropology, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9. Tel: 204 784 1224.

UNIVERSITY OF ALBERTA - **Social-Cultural Anthropology**. The Department of Anthropology, University of Alberta, seeks a social-cultural anthropologist to maintain and enhance its focus on the north. This is a three-year appointment, rank is open, and appointments from the rank of Assistant are normally made with tenure. A Ph.D. and established research profile are required. Preference will be given to those with a record of successful graduate supervision. We are especially interested in recruiting a colleague whose work demonstrates integration of theory and practice. The successful candidate will be expected to contribute to both the undergraduate and graduate programs. Review of applications will commence in September, but we will continue to accept applications until November 30. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a letter describing areas of teaching and research interest, a curriculum vitae, samples of publications and assessments of teaching performance if available, and the names of three referees, should be sent to the Chair, Department of Anthropology, University of Alberta, Edmonton, Alberta, T6G 2H4, Canada. Applications by fax to (780) 492-5273 or by email to gil.mahood@ualberta.ca are acceptable if followed by hard copy. Information about the Department can be obtained at www.ualberta.ca/~anthropology.html. The University of Al-

berta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANTHROPOLOGY & SOCIOLOGY

UNIVERSITY OF BRITISH COLUMBIA - Applications are invited for a tenure-track position in Anthropology at the Assistant Professor level, beginning July 1, 2000, subject to final budgetary approval. The department seeks to hire a physical anthropologist. A wide range of research interests will be considered. The applicant should have competence to teach human evolution and osteology. Geographical area and research activities should complement current departmental interests. The successful applicant will have a Ph.D. in Anthropology, possess a superior teaching and research record, and will develop physical anthropology courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Please submit your curriculum vitae and the names of three referees by November 15, 1999 to: Ruth Bera, Deputy Secretary, Department of Anthropology and Sociology, The University of British Columbia, 6303 Northwest Marine Drive, Vancouver, B.C. V6N 1Z1; Fax: (604) 672-4511.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY - Faculty of Arts & Science, has two tenure-track positions available in the area of Human Systems, Development and Evaluation in the field of Program Planning, Development and Evaluation. Please see our full-page ad by ad in this issue.

ARCHAEOLOGY

SIMON FRASER UNIVERSITY - Archaeological/Physical Anthropologist. The Department of Anthropology at Simon Fraser University has approved to advertise for a tenure track faculty appointment in archaeology and/or physical anthropology at the rank of Assistant Professor beginning September 1, 2000. Applicants must hold a Ph.D. and have a regional specialization within the field of Archaeology. Archaeologists applicants should have a theoretical interest in complex societies and an active record of field research. Specialization within the field of physical anthropology is open. As part of the application, individuals must include a full curriculum vitae, a summary statement of qualifications and research interests related to the appointment, and the names and addresses of three referees. The position is subject to final budgetary approval. Written inquiries or applications may be made to the Appointments Committee Chair, Department of Anthropology, Simon Fraser University, Burnaby, B.C. V5A 1S6. The deadline for receipt of applications is December 31, 1999. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

ARCHITECTURAL DESIGN

UNIVERSITY OF TORONTO - The Faculty of Architecture, Landscape, and Design, University of Toronto, is conducting a search for qualified applicants for a tenure-track position in Architectural Design at the Assistant Professor level. Teaching responsibilities will include studio and lecture/seminar courses at both the graduate and

UNIVERSITY OF SASKATCHEWAN

Tenure-Track Assistant Professor Positions

The Department of Educational Psychology and Special education in the College of Education is seeking applications for three tenure track positions at the Assistant Professor level.

Special Education

The candidate must have a Ph.D. in Special Education. Applicants should have expertise in some combination of the following areas: Intellectual Disabilities (Mentor Retardation); Language/Learning Disabilities; Transitions; Instructional Design and Delivery; Resource Program, Instruction and Management; Adaptive/Inclusive Education; Collaboration; Technology/Distance Education. Secondary areas of expertise should include Human Learning and Development and School Psychology.

Counseling

The candidate must have a Ph.D. in Counseling. Applicants should have expertise in some combination of the following areas: Aboriginal Counseling and Healing; Abuse Counseling; Addictions; Multiculturalism; Gender Issues; Health Psychology; School Counseling; Grief and Loss. Secondary areas of expertise may include Human Development and Learning; Classroom Management; and Distance Education.

School Psychology

The candidate must have completed (or near completed) Ph.D. in School Psychology with expertise in psycho-educational assessment. Secondary areas of expertise may include Measurement and Assessment; Human Development and Learning; Research Methods; and Cross-Cultural Psychology.

All candidates must be able to qualify for Teacher Certification in the province of Saskatchewan.

Responsibilities include teaching graduate courses supervising graduate student research and conducting research or practising professional skills in the area of specialization. In addition, the positions require teaching undergraduate courses in the teacher education program, periodic supervision of practice teaching and active involvement in committee and administration work.

The College of Education, University of Saskatchewan, has made a major commitment to Aboriginal education and teacher education for Aboriginal peoples. The College provides several opportunities for Aboriginal students at both the graduate and undergraduate levels. Experience of working with Aboriginal people would be an asset for candidates applying for these positions.

The Department offers graduate programs in Post-Graduate Diploma, Master of Education and special case Ph.D. programs in the following areas: behaviour disorders, intellectual disabilities, learning disabilities, language and communication disorders, cross-cultural resource teaching, counselling, measurement and evaluation, and school psychology. It also provides courses and supervision of practicum experiences to Bachelor of Education students. The department has a full-time complement of 15 faculty members.

Applicants should send their application with curriculum vitae, and the names of at least three referees to: Dr. Walt Powlojch, Head, Department of Educational Psychology & Special Education, University of Saskatchewan, 28 Campus Drive, Saskatoon, SK S7N 0X1.

Deadline for applications: The competition will close on November 30, 1999, or when suitable candidates are found.

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. These positions have been cleared for advertising at the two-tier level. Applicants are invited from qualified individuals regardless of their immigration status in Canada.

College of Education



DALHOUSIE UNIVERSITY Purdy Crawford Chair in Business Law

The Faculty of Law, Dalhousie University, invites applications for the position of Purdy Crawford Chair in Business Law, commencing July 1, 2000.

The chair, named in honour of an eminent Dalhousie alumnus, was established to assist in the development of an expanded business law curriculum and to support significant original scholarly research in the area of business law.

A suitable candidate will be an accomplished scholar who is committed to teaching and research in the business law area and is willing to assume a leadership role in the enhancement of the faculty's business law curriculum. Candidates also will hold an LL.B. degree and a post graduate degree. Practice experience is an asset.

The closing date for applications is October 31, 1999.

Applications, including a resume, university transcripts, and names of three referees, at least one of which must be an academic reference, should be forwarded to:

The Dean
Dalhousie Law School
6061 University Avenue
Halifax, Nova Scotia
B3H 4H9

Tel: (902) 494-2114
Fax: (902) 494-1316

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CAREERS SECTION • SECTION DES CARRIÈRES

undergraduate levels. The University of Toronto recently introduced professional graduate programs in architecture and landscape architecture. A new master's in Urban Design is being developed. As well, a non-professional B.A. undergraduate program in architecture was launched in 1998. The successful candidate will play an important role in shaping the new BA Architectural Studies Major as Director of that program. Candidates should demonstrate leadership potential in design and theory, a commitment to innovative teaching and research, and engage in areas of research that address the relationship of architecture to contemporary technology, ecology, and culture. Candidates will be expected to pursue interdisciplinary exchanges that draw advanced knowledge and practical skills into the design disciplines as these areas structure to meet new conditions, needs, and desires. The University of Toronto offers extensive resources for teaching and research in architecture, urban studies, and related fields, and the Faculty enjoys an excellent relationship with local professional design communities. Salary will be commensurate with experience. **Qualifications:** Candidates must have a professional or post-professional graduate degree in architecture as well as teaching experience. A PhD and professional experience are highly desirable. **Required Submission:** Send a full curriculum vitae, a statement of educational and research objectives, and a list of three references with phonetic names and mailing and email addresses. Short listed candidates will be asked to submit a portfolio of work. Consideration will begin on October 30, 1999 and continue until the position is filled. Submissions and inquiries should be directed to Dean Larry Wayne Richards, Faculty of Architecture, Landscape, and Design, University of Toronto, 230 College Street, Toronto, Ontario, Canada, M5T 1A5. Tel: (416) 978-3089, Fax: (416) 978-2094, E-mail: dean@lwd.utoronto.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Also, in accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

ART HISTORY

McMaster University — The School of Art, Drama, and Music of the Faculty of Humanities at McMaster University invites applications for a tenure-track position in Art History at the rank of Assistant Professor, commencing July 1, 2000. Minimum salary at that time will be \$42,381. The successful candidate will have a PhD with a specialization in Twentieth Century. Teaching duties will include undergraduate courses in nineteenth and twentieth century Canadian art; candidate should be willing and able to engage in interdisciplinary teaching and scholarship within the School, the Faculty of Humanities and the university. Candidates with a demonstrable record of successful teaching at the university level and a documented programme of ongoing research and scholarly publication will receive priority. In addition to teaching and research, the successful candidate will be expected to take an active part in the administration of the Art History programme and to serve on various committees at the School and Faculty levels. Interest and ability in multimedia instruction will be considered an asset, and will be required to participate in Studio Art critiques. Letters of application should include a complete curriculum vitae and a statement of the candidate's approach to teaching and learning and research goals, and be addressed to: Dr. I. Desjardins, Director, School of Art, Drama and Music, 1151 414, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2. Candidates should also arrange to have transcripts and three letters of reference sent directly to the above. Applications received by December 31, 1999 will be assured of complete consideration. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, aboriginal peoples, persons with disabilities, and members of visible minorities.

McGill University invites applications for a full-time tenure-track position at the rank of Assistant Professor commencing September 2000, in Late Medieval/Renaissance Art History. Candidates should have an understanding of methodology, critical theory, and current developments in Renaissance studies. They must hold a completed PhD and have teaching experience. Knowledge of French is an asset. Please send statements of research programme and teaching philosophy, along with a curriculum vitae and two letters of recommendation to: Dr. Christine Ross, Chair, Department of Art History and Communication Studies, McGill University, Arts Building, 853 Sherbrooke Street West, Montreal, Quebec, H3A 2T6. Application deadline is December 10, 1999. In accordance with the Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to employment equity.

Augustana University College invites applications for a tenure-track appointment in Art History beginning 1 August 2000, subject to budgetary approval. A PhD degree in Art History is the preferred academic qualification, but candidates in the final stages of their doctoral work will also be considered. Responsibilities include undergraduate instruction in a variety of Art History courses including: Introduction to the History of Art, Twentieth-Century Art History and Criticism, Twentieth-Century Art History & Criticism. Instruction in Studio Foundation courses could be a possibility for candidates with experience in studio disciplines. Candidates will be evaluated in terms of their potential contribution to the achievement of Augustana's mission, goals, and objectives as a church-related liberal arts and sciences university that emphasizes excellence in undergraduate teaching. Initial rank and salary will be set according to the qualifications and experience of the successful candidate. The university provides a smoke-free work environment and is willing to help the spouse of a new faculty member seek suitable employment. Augustana encourages both women and men to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications (including Curriculum Vitae and three letters of reference) will be accepted until 15 December 1999 but should be submitted as soon as possible to: Dr. David W. Doherty, Academic Dean, Augustana University College, 4601 - 46 Avenue, Camrose, Alberta T4V 2R2, Phone (306) 733-1392, FAX: (306) 733-1123. Augustana is a liberal arts and sciences university of the Evangelical Lutheran Church in Canada and a member of the Association of Universities and Colleges of Canada (AUCC).

BIOCHEMISTRY

Simon Fraser University — Applications are invited for a full-time, tenure-track faculty position in Cellular Biochemistry at the rank of Assistant Professor. Applicants in any area of cellular biochemistry will be considered. Appropriate areas might include: biochemical approaches to cytoskeleton structure and function, cell motility, intracellular compartments and sorting pathways or membrane domains. The successful applicant will be expected to establish an externally funded and independent research program in their area of expertise, and contribute to the undergraduate and graduate teaching programs in molecular biology and biochemistry. A PhD and relevant postdoctoral experience is required. Applicants should send a curriculum vitae, a statement of research interests, reports of up to five research publications and the names and addresses of three referees to: Cellular Biochemistry Search Committee, Institute of Molecular Biology and Biochemistry, Simon Fraser University, Burnaby, B.C. V5A 1S6, Canada. Applications should be received by December 1, 1999. The position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

BIOLOGY

McGill University — The Department of Biology at McGill University invites applications for two tenure-track positions in the Assistant Professor level in the area of molecular biology. One position is for a molecular cell biologist. The other position is for a molecular biologist in any area that complements the strengths of the Department; preference will be given to candidates whose research addresses fundamental problems in plant molecular biology, functional genomics, or developmental biology. Applicants should hold the PhD degree in biological sciences and have demonstrated research proficiency through post-doctoral training. The successful applicant will join a large and dynamic department with research strengths in cellular, molecular and developmental biology, ecology, evolution and neurobiology with extensive affiliations with the Faculty of Medicine and local research institutes. Additional information on the Department is available at: <http://www.mcgill.ca/biology/biology.htm>. Duties will involve the development of a vigorous research program and teaching at the undergraduate and graduate level. The expected



UNIVERSITY PRESS

The University of Alberta is one of Canada's largest research-intensive universities with an enrollment of more than 30,000 students, seeks accomplished candidates for the position of Director of the University of Alberta Press. This is a senior Administrative position.

Founded in 1969, the University of Alberta Press has over 180 titles in print and annual book sales in excess of \$400,000. The Press publishes scholarly works in topics that focus on the West and North. In addition, the press has a tradition of producing academically sound books on topics of general interest and publishing active to the trade.

The Director of the Press reports to the Executive Director, Learning Systems Enterprises and operates within the portfolio of the Vice-President (Academic) and Provost. The University of Alberta Press is also guided by the University Press Committee, which is the guardian of the imprint.

The successful candidate must be fully cognizant of book publishing prior to the advent of new technologies, as well as new technologies and their effect on scholarly publishing. The Director must provide creative solutions to these challenges and be prepared to assess, redefine and reposition the Press in the current stream of scholarly communication. The Director will work as part of a larger University team to ensure that the Press can carry forward the University of Alberta's research mission in an effective and well supported manner on behalf of the University community, understanding that a University can be a powerful agent for advanced learning. The Press must address the key missions of the University: research, teaching and community development.

The ideal candidate will be an effective communicator and an astute business manager with extensive experience in publishing, either trade or scholarly, and is conversant with all its aspects, including marketing and distribution of products. Sensitive to the needs of scholarship as well as to the demands of the trade, and having a proven ability to attract and work with a variety of authors, the preferred candidate will be an organized project manager with knowledge of sound financial planning and experience in building effective teams around specific projects.

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities and members of visible minorities.

Replies, which will be treated in strict confidence, should provide details of education, experience and personal data, should be directed to Mr. Rick L. Harvey, CMC, quoting File #53051 at:

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1500, 10250 - 101 Street, Edmonton, Alberta, T5J 3P4
Fax (780) 429-0256 Email: harvey@wmc.ca



Two Tenure-Track Positions Social Work Program

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers a friendly and supportive environment for both living and learning. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students. Information about the University of Windsor and its programs may be found at <http://www.uwindsor.ca>.

The University of Windsor invites applications for two tenure-track faculty appointments in Social Work, commencing July 1, 2000, with a special interest in the areas of Family and Children, Health, Mental Health, and Social Services. One appointment will be made at the rank of Assistant Professor and one at the rank of Associate Professor.

The Social Work Program, within the College of Arts and Human Sciences, offers an undergraduate degree with approximately 60 BSW graduates per year. A new MSW program has been approved.

Applicants must hold a professional social work degree and a DSW or PhD (by the date of appointment). They should also have a successful record in teaching at the university level. Appointees at the rank of Associate Professor must possess a strong record of peer-adjudicated scholarship; appointees at the rank of Assistant Professor must show strong evidence of research potential. Applicants are expected to have had experience in social work practice, and to manifest the ability to work constructively with faculty, staff, students, and members of the community to foster scholarship,

research, program development and professionalism.

Applications will include: a letter of application; a curriculum vitae; sample course outlines; teaching evaluations; sample of scholarly work; graduate transcripts (if a recent PhD); and three letters of reference to be forwarded by the referees. Applications and letters of reference must be submitted by January 31, 2000 to:

Dr. Frank Hawkins, Chair
Social Work Program
University of Windsor
Windsor, ON N9B 3P4
Telephone: (519) 253-3000 ext. 3057
E-mail: socwork@uwindsor.ca

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

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that works



Toronto, Canada

Assistant/Associate Professor

York University, Faculty of Arts, Department of Political Science

Applications are invited for a position in the international relations of East-Asia. The position will be filled at either the Associate Professor level (non-tenure) or the advanced Assistant Professor level (tenure-stream). The specific area of specialization is open. Appointment to commence July 1, 2000.

The Candidate:

Candidates for the Associate Professorship are expected to have an international reputation in their areas of expertise. Candidates for the Assistant Professorship must demonstrate the promise of scholarly excellence. All candidates should be able to teach both undergraduate and graduate courses on international relations, and to be able immediately to supervise students at the graduate level. The successful candidate is expected to contribute to the strengths of the University in Asia Pacific Studies and participate in the University of Toronto/York University Joint Centre for Asia Pacific Studies, one of Canada's leading research institutions on Asia.

Salary — Commensurate with qualifications.

Applications:

Applicants should submit a curriculum vitae, appropriate examples of their scholarship and teaching evaluations, if available, and arrange to have three letters of reference sent to:

Professor Stephen L. Newman, Chair
Department of Political Science, Faculty of Arts
Rm. 5609 Ross Bldg., York University
4700 Keele Street, Toronto, Ontario M3J 1P3

The deadline for applications is November 26, 1999.

This position is part of a university-wide initiative to enhance international programmes and research. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

...to establish an action research

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CAREERS SECTION • SECTION DES CARRIÈRES

Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Chemistry of the University of British Columbia is seeking to fill a tenure-track position at the assistant professor level starting July 1, 2000. This appointment is in an area of organic chemistry. The position requires a PhD degree, postdoctoral experience preferably, and a proven research track record. The successful candidate will be expected to teach chemistry courses at the undergraduate and graduate level and to develop vigorous and creative research programs. The salary will be commensurate with experience. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should consist of a curriculum vitae, list of publications, summary of research interests, a detailed research proposal, and the names and addresses of at least three references. The applicants should arrange for the complete application to be sent to: Professor Stephen Whitham, Chairperson, Future Appointments Committee, The University of British Columbia, Department of Chemistry, 2036 Main Mall, Vancouver, BC, Canada V6T 1Z1. Closing date for applications is November 1, 1999.

MCMASTER UNIVERSITY invites applications for a tenure-track position at the Assistant Professor level in synthetic inorganic chemistry to commence July 1st, 2000. Applicants should hold a Ph.D., preferably with relevant post-doctoral experience, as they will be expected to develop a strong research program and to participate fully in teaching at the undergraduate and graduate levels. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. Applications, including a curriculum vitae, a statement of research interests and letters from three references should be sent by December 1st, 1999 to Dr. M.J. McGlinchey, Chair, Department of Chemistry, McMaster University, Hamilton, Ontario, Canada L8S 4M1. Tel: (1-905) 525-9140, ext. 24504; Fax: (1-905) 525-2500.

CHEMISTRY & BIOCHEMISTRY

UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of Chemistry & Biochemistry. Assistant professor, three-year term beginning July 1, 2000, subject to budgetary approval. A PhD is required. Successful candidates will be required to teach courses in general Chemistry and Biochemistry. The Department is committed to further development of its biochemistry program and is seeking an individual who will play an important role in the program's enhancement and delivery. The candidate will be

expected to develop a vigorous externally-funded research program in any area of biochemistry or related science. Preference may be given to research areas that complement the current strengths of the department. Currently, all faculty in the Department hold NSERC grants. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University offers a superb opportunity for employment and offers a non-smoking environment. New faculty are eligible to apply for university funding in support of research and scholarly activities. For its size, the University is ranked number one in science research funding. The institution is currently enjoying a growth phase and has developed strong programs in Neuroscience, Agricultural Biotechnology, and Environmental Studies. Many of these new programs offer the potential for research collaboration. In addition, the Department has already developed a number of joint initiatives with the Amul Disease Research Institute (ADRI) and the Lethbridge Agriculture and Ag-Food Research Centre. For more information about the University please visit our web site at www.uleth.ca or the Department's home page at <http://chembio.uleth.ca/>. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and publication records or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Also include a detailed research proposal modeled after an NSERC Research Grant application form. Arrange for this material and three letters of reference to be sent to: Dr. A.W. Hsiao, Chair, Department of Chemistry & Biochemistry, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2591, Fax: (403) 329-2057, or E-mail: hhsiao@uleth.ca. The closing date for applications is November 30, 1999.

UNIVERSITY OF WINNIPEG — Chemistry & Biochemistry. The University of Winnipeg invites applications for a tenure-track position commencing July 1, 2000 in Materials Physical Chemistry. For details please visit our website at <http://www.uwinnipeg.ca/facultypositions>. Dr. Keith Taylor, Director, School of Physical Sciences, University of Winnipeg, 400 University Avenue, Winnipeg, ON, N6B 3P4; Phone: (515)253-3000, ext. 3526; Fax: (515)273-7098; e-mail: utaylor@uwinnipeg.ca.

CLASSICAL STUDIES

UNIVERSITY OF WATERLOO — Applications are being received for a tenure-track position at the Assistant Professor level in Classical Studies starting September 1, 2000. The successful candidate must have a PhD in Classics, an active research program, and a commitment to excellence in undergraduate teaching. Teaching duties will include a variety of courses in Classical Civilization

as well as language courses in Latin and/or ancient Greek. The successful candidate must also be willing to participate in a tenure-track education program. Salary range commensurate with qualifications and experience. The closing date for applications is December 15, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor P.K. Forth, Chair, Department of Anthropology and Classical Studies, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to four tenure-track positions available in the following areas: Multimedia Theory and Practice; Visual Media Studies; Theory and Philosophy of Communication; and Media Policy Studies. Please see our full-page display ad in this issue.

COMPUTER SCIENCE

UNIVERSITY OF MANITOBA — Applications are invited for three full-time tenure-track positions, subject to final budgetary approval, at the Assistant Professor level, commencing July 1, 2000 or as soon as possible thereafter. Minimum qualifications are a PhD in Computer Science or allied disciplines, along with evidence of a strong research program in computer science. Prior teaching experience will be considered an asset. A Faculty of Science startup research grant will be awarded to all newly appointed faculty members. For one of these positions, applicants are principally sought in the area of databases. For the remaining positions, applicants are principally sought in the areas of software engineering, programming languages and compilers, operating systems, networks and parallel systems, and theoretical computer science, though truly outstanding candidates in other areas, including recently emerging areas such as multimedia, may be considered. Dates will include undergraduate and graduate teaching and supervision, research, and service-related activities. The Department currently has 24 full-time tenure-track faculty members plus a number of teaching appointments, and offers a full range of both undergraduate and graduate programs, including co-operative programs. We currently have over 60 graduate students. The Department is a well established one which has recently been in an expansion phase. Both the undergraduate and graduate curricula have been extensively revised and extended. The Department provides good technical support for both teaching and research. Current and planned experimental facilities include numerous UNIX-based workstations, a parallel computing laboratory, a software development

lab, and numerous other research laboratories and personal machines, all of which are networked. The Department has well-equipped UNIX and object-oriented teaching labs. The University Computer Centre provides virtually unlimited access to UNIX-based workstations and other personal and mainframe computing facilities, as well as Internet connections. This is an excellent opportunity for good researchers and teachers to get in on the ground floor of an exciting department. Winnipeg has a great deal to offer, both culturally and recreationally, with a number of professional and other ethnic arts groups, professional sports teams, and many opportunities nearby for all types of outdoor activities in all seasons. The Winnipeg housing market is one of the most favourable in Canada to the home buyer. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Priority consideration will be given to Canadian citizens and permanent residents. Applicants should send a curriculum vitae and the names of three references to the address below. Qualified women are particularly encouraged to apply. Consideration for the position will commence on November 15, 1999 and will continue until June 1, 2000, or until the positions are filled. Please send to: Chair of Search Committee, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Email: search@uwmn.ca, Phone: (204) 474-8313, Fax: (204) 474-7659. Further information concerning the Department and the University may be obtained from the Department's website at www.cs.uwinnipeg.ca, and the University's website.

THE UNIVERSITY OF WATERLOO Department of Computer Science invites applications for several tenure-track faculty positions. The Department prides itself on being a leader in Computer Science education. Computer Science also houses a diverse program of research of international stature. Because of its recognized capabilities, the Department is able to attract exceptionally well-qualified students at both undergraduate and graduate levels. Computer Science has

embarked on an ambitious program of growth recently. Over a dozen new faculty members have joined the department in the past two years. With 50 full-time faculty members, the Department of Computer Science is one of the largest in Canada. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. For further information about the Department, please see <http://www.math.uwaterloo.ca/cs>. Dept. Candidates at all levels of experience are encouraged to apply. We are especially interested in candidates with experience in graphics, systems, software, and bioinformatics. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to: Chair Professor Rick Cercone, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. e-mail: cercone@uwaterloo.ca. To expedite handling of applications, candidates should also include a curriculum vitae and the names and e-mail addresses of three references. The positions are expected to commence during the 2000 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

McGILL UNIVERSITY — Computer Science. The School of Computer Science at McGill University wishes to invite applications for four tenure-track positions at the assistant professor level to begin June 1st, 2000. Applicants for more senior positions are also welcome. Areas of priority include, but are not limited to, computer engineering, software verification, networks, architecture, real-time systems, machine learning, model-checking, reasoning with uncertainty, speech understanding and computational biology. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample reports, a research proposal and the names and e-mail addresses of three references, should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building 4318, 3480 University Street, Montreal, QC H3A 2B7. The review process will start November 15, 1999 and the search will continue until the positions are filled. Information about our department can be found at www.cs.mcgill.ca. McGill University is committed to equity in employment and, in accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada.

CALEDON UNIVERSITY — School of Computer Science. Applications are invited for one or more tenure-track positions at the rank of Assistant Professor in the School of Computer Science of Caledon University, starting July 1, 2000. Earlier appointment may be considered. The School offers a full-time faculty with particular research strengths in algorithms and complexity, intelligent systems, object-oriented programming, and network computing. Outstanding candidates in these areas will be considered for tenure-track positions. Successful candidates are expected to pursue an active research program, perform both graduate and undergraduate teaching and supervise graduate students. The School offers both undergraduate honours programs and graduate programs at the Master's and the PhD level. Research activities at the Graduate level include two recently established National Centres of Excellence, one in Geographic Information Systems and another in Communication Networks. The programs have limited enrolment in order to

Dean of Arts

Brandon University invites applications and nominations for the position of Dean of Arts, effective January 1, 2000 or on the availability of the successful candidate. The initial term is normally five years and may be renewed upon review.

Brandon University serves over 2,600 students through its programs in Arts, Science, Education, Music and Health Studies. It is celebrating its 100th anniversary in 1999.

The Faculty of Arts consists of 44 faculty members and 5 support staff in 14 departments. Degrees offered include B.A. 4-year Specialist, 4-year General and 3-year General. A Bachelors of Business Administration (4-year) was approved in 1997.

The Dean is a key member of the senior administrative team of the University, reporting to the President through the Vice-President (Academic & Research). The Dean is responsible for the supervision and coordination of the academic programs, budgets and other activities of the Faculty and provides a strong leadership and strategic direction. Candidates should have proven administrative ability, well-developed leadership skills, and an ability to work effectively at local, national and international levels. A Ph.D. and strong academic qualifications in a field of teaching and research are required.

Applications and nominations will be accepted in confidence by November 1st, 1999, or until the position is filled.

In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women men are encouraged to apply.



Contact:
Dr. T. Patrick Carrabre
Vice-President
(Academic & Research)
Brandon University
270-18th Street
Brandon, Manitoba
Canada R7A 6A9

For more information
visit:
www.brandonu.ca

University of Alberta Edmonton

Chair, Department of Family Medicine

The Faculty of Medicine and Dentistry, University of Alberta invites application for a full-time academic tenured position as Professor and Chair of the Department of Family Medicine.

The candidate must be clinically qualified and be eligible for licensure in the Province of Alberta. Responsible for a Department with 21 full-time faculty and over 175 clinical faculty, the Chair will demonstrate excellent leadership qualities, interpersonal skills, and have the necessary experience to stimulate teaching and research programs. The successful candidate together with the Office of the Dean will be responsible for the undergraduate and postgraduate training programs, which are delivered through three family medicine centres, the Northeast Centre, and numerous urban and rural physician's offices. In addition to the University resources, the Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers and scientists from clinical investigators to senior scholars or scientists.

The Faculty of Medicine and Dentistry and the Capital Health Authority (CHA) represent one of Canada's

leading Academic Health Sciences Centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service. Details about the University of Alberta, Faculty, CHA and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca.

Interested candidates should submit a curriculum vitae outlining their current clinical and research interests and proposed future directions together with the names and addresses of three referees by December 15, 1999 to: Dr. D. Lorne J. Tyrrell, Dean Faculty of Medicine and Dentistry University of Alberta 212 WC Mackenzie Health Sciences Centre Edmonton, Alberta Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA

...it makes sense.

CAREERS SECTION • SECTION DES CARRIÈRES

maintain a high quality research and teaching environment. Prospective faculty can look forward to a dynamic research environment in which collaboration with industry is encouraged. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. Salary commensurate with qualifications and experience. Candidates must have a Ph.D. Send curriculum vitae and names of three referees by mail (not electronically) no later than November 30, 1999, to: Professor Evangelos Kiriakos, Director, School of Computer Science, Carleton University, Ottawa, Ontario K1S 5B6. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and disabled persons. Persons from these groups are encouraged to apply. These positions are subject to budgetary approval.

UNIVERSITY OF WINDSOR — Computer Science. The University of Windsor invites applications for a number of tenure-track positions in Computer Science commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultyopenings> or see our web site advertisement in the issue. The Program Chair, Computer Science, University of Windsor, Windsor, ON, N9B 3P4. Phone (519) 253-3000, ext. 2590; Fax (519) 253-3033; e-mail garson@uwindsor.ca

COMPUTING & INFORMATION SCIENCE

THE UNIVERSITY OF GUELPH — The Department of Computing & Information Science faculty appointments in Computing & Information Science. The Department of Computing & Information Science at the University of Guelph is seeking applications for several tenure-track appointments primarily at the Assistant Professor level in support of its programs in Applied Software Systems Development. Working at a higher level may be possible with the appropriate experience and qualifications. The department offers a stimulating environment for high quality teaching, graduate student supervision and research in applied Computing Science. Candidates with proven research abilities, clear teaching

potential and a Ph.D. in Computing Sciences are encouraged to apply. Qualified applicants may also be considered, especially those with substantial industrial experience. The successful applicants will be expected to conduct research in some aspects of Computing Science such as Software Engineering, Distributed Systems, Expert Systems, Operating Systems, Compiler Construction, Object-Oriented Methodologies, E-commerce, Mobile Computing, Bioinformatics, Knowledge Based Systems, Pattern Recognition, Databases, Computer Graphics, Image Processing etc. Teaching duties will include teaching core computing science courses plus at least 2 specialized courses. Graduate student teaching and supervision is an integral part of the new Ph.D. programme is also expected in the area of specialization. Appointments will commence up to May 1, 2000. Salary will be commensurate with qualifications and experience. Letters of application, curriculum vitae, and three referee contact names should be forwarded to: Dr. J.C. Linder, Chair, Department of Computing & Information Science, University of Guelph, Guelph, Ontario, N1G 2W1. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada. All appointments are subject to final budgetary approval. The University of Guelph is committed to an employment policy that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

DRAMA & SPEECH COMMUNICATION

UNIVERSITY OF WATERLOO — Assistant Professor. The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

Public Speaking. The successful candidate must have a PhD or terminal degree. Salary range commensurate with qualifications and experience. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: November 30, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO — Assistant Professor. The University of Waterloo invites applications for a tenure-track position in the Department of Drama and Speech Communication beginning July 1, 2000. This position is dedicated to studies in drama and theatre practice. The programme, based in a liberal arts faculty, provides an equal balance between courses in Theatre History, Dramatic Literature, Theatre Criticism and Stagecraft, Acting, Directing, Designing, Playwriting, etc. The department presents a dozen mainstage productions annually, in addition to a dozen student-driven projects. The successful candidate will have enough room to work in several of these areas and be able to demonstrate a record of strong interpersonal skills. A PhD is preferred, but an MA/BA with an extensive and documented professional theatre profile will also be considered. Teaching experience is a considerable asset. Send letters of application and three letters of reference to Professor Joel Greenberg, Chair, Department of Drama and Speech Communication, University of Waterloo, Waterloo, Ontario N2L 3G1. Application deadline: December 15, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

DRAMATIC ART

UNIVERSITY OF WINDSOR — Dramatic Art. The University of Windsor invites applications for a tenure-track position in Dramatic Art, commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultyopenings> or see our web site advertisement in the issue. The Program Chair, Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4. Phone (519) 253-3000, ext. 2805; Fax (519) 253-3032; e-mail madley@uwindsor.ca

EARTH SCIENCES

UNIVERSITY OF WINDSOR — Earth Sciences (Geology and Physical Geography). The University of Windsor invites applications for a tenure-track position in Geologic Information Systems commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultyopenings> or see our web site advertisement in the issue. The Program Chair, Earth Sciences, University of Windsor, Windsor, ON, N9B 3P4. Phone (519) 253-3000, ext. 3526; Fax (519) 253-3032; e-mail taylor@uwindsor.ca

ECONOMICS

CONCORDIA UNIVERSITY — Faculty of Arts & Science. has up to three tenure-track positions available in the following areas: Economics; Labour; Development; Macroeconomics; International and Financial Economics. Please visit our website at <http://www.concordia.ca/facultyopenings> for full details.

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for a tenure-track appointment at the rank of Assistant Professor commencing July 1, 2000. Qualifications include a Ph.D. with a strong record of teaching and research experience. Duties include teaching at the undergraduate and Master's level and research. Candidates in all areas will be considered. This advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons with a physical disability, persons with disabilities, and aboriginal people. A smoke-free working environment is provided. Applicants will be considered only if the position is filled. The position is subject to budgetary approval. Applications with a curriculum vitae and the names of three referees should be sent to: Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF VICTORIA — The Department of Economics at the University of Victoria invites applications for a regular full-time position, starting July 1, 2000, at the Assistant Professor level. Preferred fields are Industrial Organization and Environmental Economics. Those applying should have a Ph.D. in hand or be in the final stages of their Ph.D. and must show promise of excellence in research and teaching. The Department is planning the implementation of a Ph.D. Program in the fall of 2000, and is interested in individuals capable of making a significant contribution to the Department.

ment's research capacity. Candidates are expected to be able to provide Ph.D. level instruction in a core area, as well as in their area of specialization. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. In accordance with Canadian immigration requirements, the advertisement is directed to the first instance to Canadian citizens and permanent residents. Often are encouraged to apply but are not eligible for appointment until Canadian search is completed and no appointment made. Information about the Department is available on its Website at <http://www.uvic.ca/econ>. Please send applications, including curriculum vitae and the names of three referees, to: Chair - Search Committee, Department of Economics, University of Victoria, P.O. Box 1700 STN CSC, Victoria BC V8W 2Y2 Canada. Applicants are also requested to arrange for at least three letters of reference to be sent directly to referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is December 1st, 1999.

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Economics. Four tenure-track positions as Assistant Professors subject to final budgetary approval. Starting date: July 1, 2000. Priority fields are: International Economics, Public Finance (theoretical interest preferred), Macroeconomics and Econometrics. Qualifications: Ph.D. (or solid indication of imminent completion), demonstrated excellence or clear promise of excellence in teaching and in research. Salaries commensurate with other Canadian universities. Application deadline: November 30, 1999. Application, including cv, reference letters and samples of research papers (for selection of shortlist) should be sent to: Professor Paul Beaudry, Chair, Recruitment Committee, Department of Economics, University of British Columbia, Vancouver, B.C. Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian Immigration requirements. Priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo invites applications for a tenure-track position at the level of Assistant Professor. Candidates should have a Ph.D. in Economics (or expected to) and show potential of becoming excellent teachers and national/international recognized scholars. While outstanding candidates in any field may apply, the department is particularly interested in candidates doing work in macroeconomics. Duties include teaching at the undergraduate and graduate level, research, supervision and committee service. Applicants should send a curriculum vitae and a short research paper to: Prof. S. Bucovsky, Chair, Department of Economics, Faculty of Arts, University of Waterloo, 4700 Keele Street, Toronto, Ontario M3J 1P3. Applicants should also arrange for three letters of reference to be sent directly to the above address. The closing date for receipt of applications is November 26, 1999. This position has been created for simultaneous applications from qualified female candidates. York University is implementing a policy of employment equity including affirmative action for women faculty.

ment's research capacity. Candidates are expected to be able to provide Ph.D. level instruction in a core area, as well as in their area of specialization. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal people. In accordance with Canadian immigration requirements, the advertisement is directed to the first instance to Canadian citizens and permanent residents. Often are encouraged to apply but are not eligible for appointment until Canadian search is completed and no appointment made. Information about the Department is available on its Website at <http://www.uvic.ca/econ>. Please send applications, including curriculum vitae and the names of three referees, to: Chair - Search Committee, Department of Economics, University of Victoria, P.O. Box 1700 STN CSC, Victoria BC V8W 2Y2 Canada. Applicants are also requested to arrange for at least three letters of reference to be sent directly to referees to the Chair of the Search Committee. Applications should be submitted as soon as possible. The deadline for the receipt of applications and letters of reference is December 1st, 1999.

UNIVERSITY OF WATERLOO — The Department of Economics. Four tenure-track positions as Assistant Professors subject to final budgetary approval. Starting date: July 1, 2000. Priority fields are: International Economics, Public Finance (theoretical interest preferred), Macroeconomics and Econometrics. Qualifications: Ph.D. (or solid indication of imminent completion), demonstrated excellence or clear promise of excellence in teaching and in research. Salaries commensurate with other Canadian universities. Application deadline: November 30, 1999. Application, including cv, reference letters and samples of research papers (for selection of shortlist) should be sent to: Professor Paul Beaudry, Chair, Recruitment Committee, Department of Economics, University of British Columbia, Vancouver, B.C. Canada, V6T 1Z1. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian Immigration requirements. Priority will be given to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO — The Department of Economics at the University of Waterloo invites applications for a tenure-track position at the level of Assistant Professor. Candidates should have a Ph.D. in Economics (or expected to) and show potential of becoming excellent teachers and national/international recognized scholars. While outstanding candidates in any field may apply, the department is particularly interested in candidates doing work in macroeconomics. Duties include teaching at the undergraduate and graduate level, research, supervision and committee service. Applicants should send a curriculum vitae and a short research paper to: Prof. S. Bucovsky, Chair, Department of Economics, Faculty of Arts, University of Waterloo, 4700 Keele Street, Toronto, Ontario M3J 1P3. Applicants should also arrange for three letters of reference to be sent directly to the above address. The closing date for receipt of applications is November 26, 1999. This position has been created for simultaneous applications from qualified female candidates. York University is implementing a policy of employment equity including affirmative action for women faculty.

Research Scientists

Tenure track positions with appointment to the University of British Columbia at the Assistant or Associate Professor level

The Prostate Centre at Vancouver General Hospital — designated a Canadian National Centre of Excellence — combines basic laboratory research, clinical research, education and treatment programs with a focus exclusively on prostate cancer.

Positions are available immediately and in July 2000. Working as part of a multidisciplinary group, successful candidates will conduct research in gene therapy, signal transduction or tumour/cell biology at the molecular level. Minimal teaching will be involved. Experience in prostate cancer research is preferred.

Competitive salaries and benefits, commensurate with qualifications and experience, are offered. In accordance with Canadian Immigration policy, priority will be given to Canadian citizens and permanent residents.

Please send a current résumé together with three references to: Dr. Paul S. Rennie, Director of Laboratory Research, The Prostate Centre at Vancouver General Hospital, 2660 Oak Street, Vancouver, BC V6H 3Z6. Fax: 604.875.5654; e-mail: briccur@vanhosp.bc.ca

THE PROSTATE CENTRE AT VANCOUVER GENERAL HOSPITAL



Assistant/Associate Professor

York University, Faculty of Arts, Department of Political Science announces a position in German & European Politics

Applications are invited from both junior and senior scholars with the appointment to be made at either the Assistant Professor level (tenure-stream) or the Associate Professor level (tenure-J). Appointment to commence July 1, 2000.

The Candidate(s)

We are seeking a scholar specializing in German and European policy studies able to teach both graduate and undergraduate courses. Senior applicants are expected to have an international reputation in their area(s) of expertise. Junior applicants must demonstrate the promise of scholarly excellence. The successful candidate will be expected to participate in the development of The Canadian Centre for German and European Studies, which is a joint venture between York University and the University of Montreal. Fluency in German and, at minimum, a reading knowledge of French are required. The Department is strongly interested in scholars whose work focuses on one or more of the following policy areas: citizenship, culture and communications, European integration, and social policy.

Salary — Commensurate with qualifications.

Applications should submit a curriculum vitae, appropriate examples of their scholarship and teaching evaluations, if available, arranged to have three letters of reference sent to:

Professor Stephen L. Newman, Chair, Department of Political Science, Faculty of Arts, Bm. 8609 Row Bldg., York University, 4700 Keele Street, Toronto, Ontario M3J 1P3

The deadline for applications is November 26, 1999

This position is part of a university-wide initiative to enhance international programmes and research. The appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



University of Alberta Edmonton

Chair, Department of Psychiatry

The Faculty of Medicine and Dentistry, University of Alberta invites application for a full-time academic tenured position as Professor and Chair of the Department of Psychiatry. The candidate should be clinically qualified and be eligible for licensure in the Province of Alberta, however equivalencies will be considered. Responsible for a Department with 15 full-time faculty and over 100 clinical faculty, the Chair will demonstrate excellent leadership qualities, interpersonal skills, and have the necessary experience to stimulate teaching and research programs. The successful candidate together with the Office of the Dean will be responsible for the undergraduate and postgraduate training programs, which are coordinated throughout the Region. Consideration will also be given to the Chair to assume the position of Regional Program Clinical Director and the leadership of the regional psychiatry programs under the auspices of the Capital Health Authority (CHA). In addition to University resources, the Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers and scientists from clinical investigators to senior scholars or scientists.

The Faculty of Medicine and Dentistry and the Capital Health Authority represent one of Canada's leading Academic Health Sciences Centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service. Details about the University of Alberta, Faculty, CHA and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca. Interested candidates should submit a curriculum vitae outlining their current clinical and research interests and proposed future directions together with the names and addresses of three referees by December 10, 1999 to:

Dr. D. Lorne J. Tyrrell, Dean, Faculty of Medicine and Dentistry, University of Alberta, 212 WC Mackenzie Health Sciences Centre, Edmonton, Alberta, Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.

CAREERS SECTION • SECTION DES CARRIÈRES

UNIVERSITY OF TORONTO — Tenure-stream position in Economics at the rank of Assistant or Associate Professor on the St. George campus, subject to budgetary approval. Ph.D. Degree or equivalent, with solid training in applied econometrics is required as of July 1, 2000, or soon thereafter. Duties include undergraduate and graduate teaching and research. Appointments effective July 1, 2000, salary commensurate with qualifications. Applications should be sent to: Curriculum vitae, one current research paper, and should arrange for submission of 3 letters of recommendation. Application deadline is December 15, 1999. Please contact: Professor M. Fias, Chair, Recruiting Committee, Department of Economics, 120 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

SAINT MARY'S UNIVERSITY — Applications are invited for a tenure-track position at the Assistant Professor rank, subject to budgetary approval, commencing September 1st, 2000. Applicants for the position should have a Ph.D. (completed or near completion). Desirable specific fields are: Money & Banking, International Economics and Macroeconomics. Teaching duties will include undergraduate, upper level undergraduate and M.B.A. courses. Applicants should be actively pursuing professional research. Previous teaching experience is desirable. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Saint Mary's University is an equal opportunity employer. Applications should be sent to: Curriculum vitae, three letters of reference and graduate transcripts to: Professor S. Jankowski, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia B3C 3C4 Canada. Applications will be accepted until the position is filled.

UNIVERSITY OF CALGARY — The Department of Economics makes applications for a full-time tenure track position at the rank of Assistant or Associate Professor. The position is effective January 1st, 2000, and the closing date for applications is November 30, 1999. Preference will be given to candidates specializing in one or more of the following areas: econometrics; industrial organization; regulation; international trade; finance; growth; labour economics; public economics; resource economics; (especially non-renewable resource economics). Strong candidates in other fields of specialization may also be considered. Applications should be sent to: Curriculum vitae, one current research paper, and should arrange for submission of 3 letters of recommendation. Application deadline is December 15, 1999. Please contact: Professor M. Fias, Chair, Recruiting Committee, Department of Economics, 120 St. George Street, University of Toronto, Toronto, Ontario M5S 3G7. In accordance with the Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

students, and effectively participate in departmental/university governance. Qualified Canadians and non-Canadians are invited to apply. The University of Calgary respects, appreciates and encourages diversity. Applications for the position should include a covering letter, curriculum vitae, a sample of recent research, evidence of teaching effectiveness and the names of three referees. Send applications to: Dr. Robert L. Mansell, Head, Department of Economics, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4. Fax: (403) 282-5162. Please arrange for the referees to send confidential letters of reference to this address. Applicants should indicate whether they will be attending the forthcoming Canadian Economics Employment Exchange and/or the Allied Social Science Associations meetings. Applications may be submitted by fax to meet the November 30th deadline and sent above, but the original application must also be forwarded by mail. Information on the department can be found at: <http://www.econ.ucalgary.ca>

UNIVERSITY OF ALBERTA — The Department of Economics makes applications for three full-time positions starting July 1, 2000. Applicants will be made at the Assistant or Associate Professor levels. Entry-level applicants are expected to have a Ph.D. (or be close to completion) and to display promise of excellence in teaching and research. Candidates at the upper levels must have well-established teaching and research records. Applications from outstanding individuals in all fields are encouraged. We are especially interested in candidates with teaching and research interests in macroeconomics and international trade. Salary is commensurate with qualifications and competitive with other Canadian institutions. These positions have been cleared for advertising at the two-level level. Applications should be sent to: Curriculum vitae, three letters of reference and graduate transcripts to: Professor S. Jankowski, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia B3C 3C4 Canada. Applications will be accepted until the position is filled.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has two tenure-track positions available — one in the area of Early Childhood and Elementary Education and the other in the field of Information Studies. Please see our full-page display in this issue.

UNIVERSITY OF VICTORIA — The Faculty of Education at the University of Victoria is seeking applications for Chair of the Department of Curriculum and Instruction. The is a tenured position beginning July 1, 2000. Candidates should have

the PhD or EdD, in an area of curriculum and/or teacher education as well as administrative experience in a university setting. Responsibilities include the administration of a department responsible for the curriculum and professional preparation of undergraduate and graduate students. The candidate should be expected to have an active research profile in the area of curriculum and/or teacher education. He/she will be expected to teach one half-credit course in the program. The University of Victoria is an equal opportunity employer and encourages applications from women, persons with disabilities, visible minorities and aboriginal peoples. In accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appropriate candidate is found. Applications should include a curriculum vitae and the names of at least three referees, should be received no later than December 10, 1999. Please send or fax applications to: Dr. Bruce Howe, Dean, Faculty of Education, University of Victoria, P.O. Box 3010, Victoria, BC V8X 3N4. Fax: (250) 721-7767. Internet: <http://www.educ.vic.bc.ca>

ENGINEERING

CARLETON UNIVERSITY — Department of Mechanical and Aerospace Engineering. Applications are invited for a tenure track position at the Assistant Professor level in the Department of Mechanical and Aerospace Engineering to commence January 1 or July 1, 2000. This position is subject to budgetary approval. Preference will be given to candidates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineering association is desirable. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability in one or more of Solid Mechanics, Structures, Design, CAD/CAM. Some industrial experience and a keen interest in Aerospace would be an asset. The Department offers degrees at the Bachelor's, Master's and Ph.D. levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Further information on the department is available from <http://www.carleton.ca/mea>. Applicants, with a curriculum vitae, and the names of three referees should be sent to: Professor Robert Bell, Chair, Department of Mechanical and Aerospace Engineering, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. Telephone: (613) 520-6564. Fax: (613) 520-5715. Application deadline is October 30, 1999. Candidates must have a Ph.D. although Canadian or landed immigrant applicants who are close to completion will be considered. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

UNIVERSITY OF WATERLOO — Electrical and Computer Engineering. The University of Waterloo invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a Ph.D. in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate and postgraduate programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty. With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology and fosters post research with industry. More information on these opportunities, including a curriculum vitae and the names and e-mail address of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; e-mail: dmiller@cape.uwaterloo.ca. To expedite handling of applications, candidates should also send their names as references to direct supporting letters to the same address. The positions are expected to commence during the 1999 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering is seeking an Assistant or Associate Professor in the area of photonics and/or microwave devices, microelectronics, and/or wireless communications. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students, in the area of photonics and/or microwave devices. The candidate for the position must have an earned doctoral degree with a strong research record in a relevant area. For information please visit the web site: <http://www.ece.uwaterloo.ca>. Salary will commensurate with qualifications and experience. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor D. Miller, Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. The successful applicant will have expertise in design of photonics and/or microwave devices, circuits and systems pertinent to wireless and wireless communication systems and networks. The individual will therefore be a member of the materials/devices/photonics theme area and is expected to interact with other faculty members in photonics, microelectronics, microelectronics, and/or wireless communications. Research interests may include one or more of the following areas: semiconductor laser devices, high-speed electronic modules, microwave planar circuits, packaging and integration of photonic/microwave devices, applications of photonics and microwave technologies in communication systems. University of Waterloo currently has strong research activities in photonics, microelectronics, microelectronics, and communications. Infrastructure available for this

research includes photonic/microwave simulation and characterization labs, a departmental clean room along with the associated device and system characterization tools for microelectronic devices and circuits. The appointee is expected to seek research funding from both government sources (e.g. NSERC, CRTC, FRPD) and industry (e.g. Nortel, ILS). Teaching interests will include undergraduate and graduate courses covering electrodynamics, photonics and microwave devices, fiber-optic and wireless communications. Relevant graduate courses pertinent to photonics/microwave will also be offered.

CONCORDIA UNIVERSITY — Department of Electrical and Computer Engineering invites applications for tenure-track positions in computer engineering and communication engineering. Preference will be given to teaching and research interests in one or more of the following real-time (embedded) systems, computer communications, wireless communications, communications protocols, computer architecture, software engineering, and VLSI. Successful applicants will hold earned doctorates and will have demonstrated their commitment to excellence in teaching and research. An undergraduate degree in engineering and knowledge of French are assets. The Department's 26 faculty members participate in the offering of Bachelor's, Master's and Doctoral programs to some 550 undergraduate and 150 graduate students. In addition, they carry out research programs relevant to their fields of interest. Applications should include a resume and the names of at least three referees. They should be mailed, based on e-mail, before November 30th, 1999, to: Dr. Charles Gagnier, Department of Electrical and Computer Engineering, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec H3G 1M6, Canada. FAX: (514) 848-2002. Phone: (514) 848-1142. Email: charles@ece.concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

research includes photonic/microwave simulation and characterization labs, a departmental clean room along with the associated device and system characterization tools for microelectronic devices and circuits. The appointee is expected to seek research funding from both government sources (e.g. NSERC, CRTC, FRPD) and industry (e.g. Nortel, ILS). Teaching interests will include undergraduate and graduate courses covering electrodynamics, photonics and microwave devices, fiber-optic and wireless communications. Relevant graduate courses pertinent to photonics/microwave will also be offered.

UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering is seeking an Assistant or Associate Professor in the area of photonics and/or microwave devices, microelectronics, and/or wireless communications. The successful candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students, in the area of photonics and/or microwave devices. The candidate for the position must have an earned doctoral degree with a strong research record in a relevant area. For information please visit the web site: <http://www.ece.uwaterloo.ca>. Salary will commensurate with qualifications and experience. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor D. Miller, Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds. The successful applicant will have expertise in design of photonics and/or microwave devices, circuits and systems pertinent to wireless and wireless communication systems and networks. The individual will therefore be a member of the materials/devices/photonics theme area and is expected to interact with other faculty members in photonics, microelectronics, microelectronics, and/or wireless communications. Research interests may include one or more of the following areas: semiconductor laser devices, high-speed electronic modules, microwave planar circuits, packaging and integration of photonic/microwave devices, applications of photonics and microwave technologies in communication systems. University of Waterloo currently has strong research activities in photonics, microelectronics, microelectronics, and communications. Infrastructure available for this

Queen's University School of Policy Studies

Economics and Public Policy

FACULTY POSITION

The School of Policy Studies is seeking to fill a tenure-track position at the assistant or associate professor level in economics and public policy. In addition to holding a Ph.D., applicants are expected to have strong research and teaching interests in a policy-related field. In particular, candidates in health economics are strongly encouraged to apply. Strong candidates in other fields of public policy will also be considered. Applicants must have an excellent record of high-quality research and teaching appropriate to their stage of career.

Candidates should ensure that their letter of application, curriculum vitae, a sample of their scholarly writing, and three letters of reference are sent before November 30, 1999 to Dr. Keith Banting, Director, School of Policy Studies, Queen's University, Kingston, Ontario, Canada K7L 3N6.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

TENURE-TRACK POSITION

RESOURCE RECREATION AND TOURISM PROGRAM

UNBC's College of Science and Management is accepting applications for a tenure-track appointment in the Resource Recreation and Tourism Program.

The Resource Recreation and Tourism Program is a unique, innovative program focusing on the sustainable management of outdoor recreation and resource-based tourism resources with particular attention to protected areas. First Nations lands and other forest, range, watershed and wildland areas. Management of these areas and resources requires knowledge of both the social and biophysical sciences. Experience in protected area/wildland management, natural resource management and recreation/tourism management are required. Emphasis is placed on northern, rural and other resource based regions, both in terms of management and research.

The courses taught will be based on the applicant's areas of expertise, previous experience and demonstrated need within the RRT Program. A doctorate degree in recreation, tourism or a related field is required. This position is expected to be at the Assistant Professor level, with a salary range between \$43,286 - \$60,947. Senior candidates will also be considered.

Please forward your resume and the names and addresses of three referees (including telephone and fax numbers) to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: (250) 960-7300. Inquiries may be made to Dr. Jeffrey Zeigler, Chair, Resource Recreation and Tourism, (250) 960-5308 or by E-mail at zeigler@unbc.ca. The committee will begin reviewing applications in early January, 2000. Proposed start date for this position is July 2000.

For more information, visit our website: www.unbc.ca

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PEOPLES.

The University of Windsor is hiring 100 new faculty over the next three years.

The University of Windsor is growing. Student enrollment is up and admission applications are well above the provincial average. There are new facilities for teaching, new facilities for research. There's a student-centred focus that provides "the degree that works" to prepare our graduates for the challenges of the 21st century.

The University of Windsor is getting even better. Our commitment to leading-edge research is stronger than ever. There's a renewed commitment to excellence in teaching. There's a fresh spirit of achievement on campus.

We're getting noticed. Worldwide. Our innovative approaches have received recognized nationally and internationally. We've recently won research partnership awards from the Conference Board of Canada

and NSERC. *The Globe and Mail*, *New York Times* and *Los Angeles Times*, among others, have commented favourably about our increased enrolment of students from across North America and around the world.

We continue to build our reputation and our strengths. During the next three years, we plan to hire more than 100 new tenure-track faculty. We need innovative, talented and committed scholars. Positions are available right now, and more will be approved throughout the year. (Please refer to our website www.uwindsor.ca/facultypositions for our latest offerings.)

For more information, call Dr. Janice Drakich, Director, Faculty Recruitment and Retention, directly at 1-877-665-6608.

THE DEGREE THAT WORKS WINDSOR

Visit our website: www.uwindsor.ca/facultypositions or call 1-877-665-6608.

Concordia University's Faculty of Arts and Science Reaching into the 21st Century

Our Faculty of Arts and Science is strategically rebuilding its professorial ranks by hiring 100 additional tenure-track professors. Since 1997, we have hired 50 tenure-track professors and we plan to hire another 50 over the next three years. We invite you to join our dynamic Faculty.

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for two tenure-track positions. One position is for a Human Systems Development specialist with expertise in group process theory and skills and leadership effectiveness. Additional expertise in group problem-solving and decision-making, and advanced human relations training are desirable. The other position is in the area of program planning, development and evaluation from a broad perspective. Both successful candidates will have PhDs in relevant social science disciplines and expertise in conducting applied, intervention-related research. A working knowledge of French is an asset. This new, multi-disciplinary department includes a graduate program in Human Systems Intervention and undergraduate programs in Human Relations, Leisure Sciences, Therapeutic Recreation, Family Life Education and Community Service.

Dr. Randy Swedburg,
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for up to six tenure-track positions. We are seeking candidates in Organic, Analytical, Biophysical and Experimental Physical Chemistry, whose research interests will complement those of the present faculty. The successful candidates will have a PhD as well as postdoctoral experience. Candidates will be expected to establish an active research program, and teach at the graduate and undergraduate levels. A detailed research proposal with start-up requirements should be sent along with the application.

Dr. J. A. Capobianco,
Chair, Department of Chemistry and Biochemistry
capo@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to four tenure-track positions. We are seeking candidates for the following areas: Multimedia Theory and Practice; Visual Media Studies; Theory and Philosophy of Communication; and Media Policy Studies. The successful candidates will have a PhD in Communication Studies or in a cognate field, as well as teaching and research expertise. A working knowledge of French is required for participation in our inter-university doctoral program. Candidates will be expected to teach and supervise students at the undergraduate and graduate levels.

Dr. Martin Allen,
Chair, Department of Communication Studies
allen@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three tenure-track positions in one or more of the following areas: Econometrics; Labour; Development; Macroeconomics; International; and Financial Economics. The successful candidates will have a completed, or near-completed, PhD. They will be expected to teach at graduate and undergraduate levels and be committed to research. Applications must include samples of research work.

Dr. Ian Irvine, Chair,
Department of Economics
irvine@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for two tenure-track positions. One position is in Early Childhood and Elementary Education. We especially welcome applicants who are interested in teaching curriculum method and theory (any school subjects or cross-curricular issues at the upper elementary level), as well as educational foundations or child development and learning. Candidates must be able to supervise student teachers. The other

position is in Information Studies, for our new undergraduate program. We especially welcome applications from candidates holding a PhD in Library and Information Studies or equivalent. The ideal candidate possesses expertise in the following areas: information management and its associated technologies; users and information services; information policy; and current issues surrounding the role of information in a global, knowledge-based society. Both positions require dynamic educators with strong research skills. A working knowledge of French is an asset.

Dr. Anne M. Gallen,
Acting Chair,
Department of Education,
amg@alcor.concordia.ca

ENGLISH

Our Department of English invites applications for up to three tenure-track positions. One position is in English Renaissance Literature. The ideal candidate will be competent in all areas of 16th and 17th century English literature, including non-dramatic literature, Renaissance drama, and Shakespeare. Another position is in American Literature. The ideal candidate will be competent in all periods of American literature, with a focus on the 20th century. Knowledge of 20th century British Literature is an asset. Candidates for both positions require a completed or soon-to-be-completed PhD. Prior teaching experience is highly desirable.

Candidates will be expected to teach and supervise at the graduate and undergraduate levels and maintain an active commitment to scholarship. A third position is in Creative Writing and requires teaching at the undergraduate and graduate levels. The ideal candidate should be an accomplished writer of prose fiction or poetry, with a substantial body of published work and successful teaching experience in Creative Writing workshops at the university level.

Candidates should have an MA in Literature or an MFA in Creative Writing. Expertise in a second genre (drama, fiction, or poetry) and the demonstrated ability to teach that genre are assets.

Prof. Terence Byrnes,
Chair, Department of English
byrnes@alcor.concordia.ca

ETUDES FRANÇAISES

Le département d'Études françaises annonce la création probable de trois postes de professeur ou professeur. Le premier poste : un ou une spécialiste de l'enseignement du français langue seconde ayant fait des études en didactique du français ou en linguistique et s'intéressant à l'usage des ordinateurs multimédias dans l'enseignement de la langue. Un deuxième poste : un ou une spécialiste des littératures des Amériques de langue française, dont les recherches portent sur les liens entre la littérature et les médias, et entre les notions de diffusion et de culture. Un troisième poste : un ou une spécialiste de terminologie et de traduction spécialisée pouvant également enseigner la traduction générale. Les qualifications recherchées comprennent un doctorat, une expérience pertinente de l'enseignement, des publications, une aptitude au travail d'équipe et selon la discipline des candidats(e), une connaissance du milieu culturel et professionnel.

Madame Lucie Lequin,
Directrice du département d'Études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to three tenure-track positions. Two positions are in Clinical Exercise Physiology. One of these positions requires a candidate with expertise in the assessment of exercise intervention and testing, with special consideration given to candidates who possess experience in cardio-respiratory disease and other disorders. The second position requires a candidate with expertise in the areas of geriatrics and pediatrics. A third position is in Health Epidemiology. The ideal candidate will have experience in examining health trends related to interventions that promote healthy lifestyles. All three positions require candidates with PhDs in Exercise Science or a related field. Candidates will teach at the undergraduate level and develop a research theme.

Dr. Robert D. Kilgour,
Chair, Department of Exercise Science
kilgour@vax2.concordia.ca

Dr. Robert D. Kilgour,
Chair, Department of Exercise Science
kilgour@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for two tenure-track positions. The candidates will teach seminars in Western Civilization and Culture in the College's multi-disciplinary Great Books core curriculum. The ideal candidates, rooted in a specific discipline, must be competent to teach in the areas of history, philosophy, literature, religion, and political theory; science would be an additional strength. Candidates must possess a PhD and a record of publications.

Dr. Geoffrey C. Fidler,
Principal,
Liberal Arts College
gfidler@vax2.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to six tenure-track positions, predominantly in the fields of Comparative Politics and International Relations. Applicants are encouraged to identify their specific areas of specialization as well as any other sub-fields of expertise and interest.

Dr. Reeta Tremblay,
Chair, Department of Political Science
reetat@vax2.concordia.ca

PSYCHOLOGY

Our Psychology Department invites applications for up to six tenure-track positions. At least two positions will be in the area of Developmental Psychology, attached to our Centre for Research in Human Development, which encompasses lifespan development. Preference will be given to candidates with expertise in cognitive development, social development and developmental psychopathology. Two to three positions will be in Clinical Psychology. Preference will be given to candidates with research and clinical interests in prevention, the family, therapeutic process variables, mood disorders and program evaluation. The final position is in Behavioural Neuroscience, attached to our Centre for Studies in Behavioral Neurobiology. Preference will be given to candidates with expertise in motivation or drug abuse. All six positions require candidates who possess a PhD (Clinical positions require PhDs from an APA/CPA accredited clinical doctoral program). Active research programs are required.

Dr. June Chalkel,
Chair, Department of Psychology
chalkel@vax2.concordia.ca

SOCIOLOGY AND ANTHROPOLOGY

Our Department of Sociology and Anthropology invites applications for up to five tenure-track positions. We are particularly interested in candidates with research and teaching strengths in one or more of the following areas: contemporary theory; social inclusion/exclusion; subjectivity and socialization; culture and representation; and social movements. We are also interested in developing our strength in visual sociology-anthropology and multimedia. The ideal candidates should have a PhD and an active research program, and will teach at both the undergraduate and graduate levels. A working

knowledge of French is an asset.

Dr. Anthony Symott,
Chair, Department of Sociology and Anthropology
symott@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for two tenure-track positions in Spanish. One position is in the area of Peninsular literature and philology. Undergraduate teaching responsibilities are likely to include the Spanish language and its history as well as Peninsular literature and culture. The other position is in Spanish-American literature and culture. Teaching responsibilities include contemporary literary theory in Latin American Studies. Both candidates must possess a PhD and have a demonstrated commitment to research. Excellence in teaching and near-native fluency in Spanish and English are required. Familiarity with computer-assisted language learning techniques is an asset.

Dr. Catherine Vallejo,
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

URBAN STUDIES

Our Department of Geography invites applications for a tenure-track position in Urban Studies. The ideal candidate must have a PhD and good analytical skills in planning and design. The candidate will teach laboratory courses in urban design and develop a funded research program. Practical experience in the field, demonstrated superior teaching experience and a working knowledge of French are assets. The Urban Studies program offers undergraduate studies in urban design. A proposal for graduate studies is in progress.

Dr. Patricia Thornton,
Chair, Department of Geography
thorpat@vax2.concordia.ca

Subject to budgetary approval, we anticipate filling up to 20 of these positions, normally at the rank of Assistant Professor, for July 1, 2000. Subject to budgetary approval, we expect to fill all of the positions listed above within the next three years, as qualified candidates are identified.

Please forward all applications to the Department contact listed above by November 15, 1999. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science, Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca; Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8; Internet: <http://arts-ci-cwiv.concordia.ca>

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Concordia

CAREERS SECTION • SECTION DES CARRIÈRES

THE UNIVERSITY OF CALGARY, Department of Geomatics Engineering, invites applications for the position of Assistant Professor in Integrated Geomatics Systems, effective July 1, 2000. Applicants should have a PhD in geomatics or applied science related to geomatics, with a demonstrated research excellence in one or more of the following: a) remote sensing, b) image analysis and processing, c) computer vision, d) digital photogrammetry, and e) remote sensing. Information on the program can be found at <http://www.uowu.ca/geomatics>. Applications should include a curriculum vitae and a complete list of publications. Three letters of reference should be mailed directly to the referees by fax. The names of the referees should be included in the curriculum vitae. Three references should be sent before October 23, 1999 to: Dr. S.E. Wanka, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WINNIPEG—Department of Chemical Engineering. We invite applications for a tenure-track appointment as Assistant Professor. The successful candidate is expected to participate effectively in teaching at all levels and to develop a vigorous, independent research program. We are particularly interested in the research areas of polymer and control, but excellent candidates in any research area are encouraged to apply. Applicants must have a doctoral degree in chemical engineering and be eligible for membership as a professional Order of Engineers. They should demonstrate evidence of outstanding potential for teaching and research. The successful candidate will have a high profile potential of 14 tenured staff, almost 300 undergraduate students, about 85 graduate students. We have just moved into a new building and can offer an excellent infrastructure for both teaching and research. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents in Canada. McGill University is committed to equity in employment. Send resume, names of three referees and a letter of intent to: Prof. R.J. Munz, Chair, Department of Chemical Engineering, McGill University, 3605 University Avenue, Montreal, Quebec, Canada H3A 2B4, before November 30, 1999. The appointment will be made as soon as possible after the close of date.

UNIVERSITY OF ALBERTA—Department of Chemical and Materials Engineering. Applications are invited for two tenure-track positions whose main responsibilities will be in undergraduate laboratory instruction/supervision and undergraduate teaching. These positions are available immediately. The salary range for these positions is \$40,000 to \$53,000 per year depending on qualifications. Candidates must either hold an MSc in Chemical Engineering or a BSc in Chemical Engineering with several years of directly relevant experience. The Faculty Service Officers will be in charge of the chemical engineering undergraduate laboratories and the duties will include the supervision of undergraduate laboratories, the design of new undergraduate

laboratories and teaching of some core undergraduate courses. One of the positions requires experience with ASPEN. Experience in teaching chemical engineering courses, designing and supervising undergraduate laboratories, and university research would be an asset. Participation in research will also be required of the successful candidates. Consult our web site at <http://www.uofa.ca/chemeng> for information about our Department. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume and the names of three referees should be sent before October 23, 1999 to: Dr. S.E. Wanka, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF WINNIPEG—Electrical and Computer Engineering. The University of Winnipeg invites applications for a tenure-track position in Microelectromechanical (MEMS) Systems commencing July 1, 2000. For details please visit our website at <http://www.uwinnipeg.ca/faculty/eng/ece>. Dr. J. Salas, Chair, Electrical and Computer Engineering, University of Winnipeg, Winnipeg, MB R3B 2E9. Phone (204) 253-3000, ext. 2530; Fax (204) 253-3008; e-mail: jsalas@uwo.ca.

UNIVERSITY OF WINNIPEG—Mechanical & Materials Engineering. The University of Winnipeg invites applications for two tenure-track positions commencing July 1, 2000 in Automotive Design and Automotive Materials. For details please visit our website at <http://www.uwinnipeg.ca/faculty/eng/me>. Dr. Robert Grogan, Chair, Mechanical & Materials Engineering, University of Winnipeg, Winnipeg, MB R3B 2E9. Phone (204) 253-3000, ext. 2530; Fax (204) 253-3008; e-mail: rgrogan@uwo.ca.

UNIVERSITY OF WINNIPEG—Civil and Environmental Engineering. The University of Winnipeg invites applications for two tenure-track positions commencing July 1, 2000 in Air Pollution Control. For details please visit our website at <http://www.uwinnipeg.ca/faculty/eng/civ>. Dr. N. Bowas, Chair, Civil and Environmental Engineering, University of Winnipeg, Winnipeg, MB R3B 2E9. Phone (204) 253-3000, ext. 2530; Fax (204) 253-3008; e-mail: nbowas@uwo.ca.

CONCORDIA UNIVERSITY—Faculty of Arts & Science. We have up to three tenure-track positions available in the areas of English Renaissance Literature, American Literature and Creative Writing. Please see our full-page display ad in this issue.

UNIVERSITY COLLEGE OF CAPE BRETON—English. Please quote reference number ENG 99052 on all correspondence. The Department of Language and Letters in the School of Arts and Sciences at the University College of Cape Breton invites applications for a probationary tenure-track Assistant Professor position to commence July 1, 2000. Under the direction of the Department Chair and the School Dean, the successful candidate will have special interest in Renaissance literature, especially sixteenth century and a secondary interest in 18th century literature. The successful candidate will also teach a section of Introduction to Literature. Candidates should have a PhD (or near completion) and some teaching experience. The Union Affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). Qualified candidates should send a letter of application quoting the reference number, a complete dossier, including a curriculum vitae, academic transcripts and three letters of reference to: Director, Human Resources, University College of Cape Breton, P.O. Box 3300, Sydney, Nova Scotia, B1P 6L2. Street address: 1250 Grand Lake Road, Sydney, N.S. B1M 1A2. Fax number (902) 563-1458. Applications must be received no later than 4 p.m. November 30, 1999. Please visit our web site to learn more about UCCB: <http://www.uccb.ns.ca>. UCCB is an equal opportunity employer. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF OTTAWA—Renaissance Literature. The Department of English of the University of Ottawa announces the opening of a full-time, tenure-track position in Renaissance literature, with concentration in the period 1560-1640, at the Assistant Professor level, starting July 2000. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, a writing sample, and have three letters of reference forwarded before November 30th, 1999 to: Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5.

UNIVERSITY OF OTTAWA—The Women's Studies Program and the English Department at the University of Ottawa invite applications for a probationary position at the rank of Assistant Professor, effective July 1, 2000. This appointment is subject to budgetary approval. Applicants should have, or expect to have, a PhD in Women's Studies or English, or appropriate equivalent. Salary will be commensurate with qualifications and experience. The successful candidate must have a strong commitment to undergraduate teaching in interdisciplinary Women's

Studies and in English. The focus in Women's Studies should be on Aboriginal Women in the English Department, the focus should be on Aboriginal Literatures. The combination of teaching assignments will be worked out with the successful candidate. Women's Studies is doing curriculum development in the area of Aboriginal Women's Studies and will work with the successful candidate to design a second-year course. Other courses to be taught include Introduction to Women's Studies and upper-level Women's Studies courses (e.g. Women's Studies in Context, Feminist Theory, Interest and ability to teach in the area of Women of Colour in Canada as an asset). The English Department has recently developed a new, upper-level course in Aboriginal literature. After the first year of teaching this course, the successful candidate will also teach other courses on rotation. This appointment is in keeping with current developments in Aboriginal curricula at the University of Winnipeg. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity. Interested candidates should send, by January 10, 2000, a curriculum vitae, three letters of reference, a sample of course outlines you have developed or taught and a sample of research to: Keith Louise Fulton, Women's Studies and English, University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9. Fax: 204-774-4134. For further information, contact e-mail: Keith.Louise.Fulton@uwinnipeg.ca or Coordinator of Women's Studies or e-mail: Neil Benzer (chair, benzer@uwinnipeg.ca).

UNIVERSITY OF WINNIPEG—The Department of English. The University of Winnipeg invites applications from qualified women and men for one or possibly two probationary, tenure-track appointments at the level of Assistant Professor. Subject to budgetary approval, the appointment(s) will be effective July 1, 2000. Salary commensurate with qualifications and experience. A completed PhD and a demonstrable commitment to research are required. It is an exceptional desirable candidate should be willing to contribute to the teaching strengths of the Department, particularly in our first year courses, and should have an interest in critical theory. We seek candidates with a specialization in at least one of the following areas: Creative Writing, including the teaching of the extended story, and folklore and storytelling. Please send applications, including a curriculum vitae and the names of three referees, to: Dr. Neil Benzer, Chair, Department of English, University of Winnipeg, 515 Portage Avenue, Winnipeg MB R3B 2E9, Canada, by November 30, 1999. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG—The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on September 1, 2000 in the area of



The UNIVERSITY OF WESTERN ONTARIO

MODERN LANGUAGES & LITERATURES

The Department of Modern Languages and Literatures of The University of Western Ontario invites applications for a tenure track position, at the Assistant Professor level, in Siglo de Oro Spanish Literature beginning July 1, 2000.

Teaching responsibilities will be at the undergraduate and graduate levels. Applicants must have a PhD with native or near native command of both Spanish and English, university level teaching experience in language and literature, strong research background as well as the desire and ability to carry out administrative and other collegial responsibilities.

Deadline for applications: 1 November, 1999.

Send curriculum vitae and three letters of reference to:

Dr. Marjorie Ratcliffe, Chair, Modern Languages and Literatures, University of Western Ontario, The University of Western Ontario, London, Ontario, Canada N6A 3K7.
(FAX: 519-661-4093).

Positions are subject to budget approval. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.



Plattsburgh State University of New York

INSTRUCTIONAL TECHNOLOGY SPECIALIST

The Division of Library and Information Services of Plattsburgh State University of New York seeks a motivated, service-oriented professional for the position of Instructional Technology Specialist.

Responsibilities: working with faculty and staff in the design and production of presentations and web materials to support instruction; serving as a consultant to faculty and staff in the Instructional Technology Resource Center; offering workshops on the creation and effective use of technology-assisted presentations and web sites; assisting the Instructional Technology Coordinator in the production of help sheets and online documentation; reporting on the campus's ongoing technology projects; and working with divisional programmatic groups in the planning and implementation of initiatives.

The person in this position reports to the Instructional Technology Coordinator. This position is a twelve-month renewable appointment.

Qualifications: Master's degree; at least one year of relevant experience in the creation or support of technology-enhanced learning resources and materials; teaching experience, familiarity with a broad range of PC-based software; demonstrated proficiency in oral and written communication; and exceptional interpersonal skills. Preferred qualifications: Journalism or Education background, knowledge of Javascript, DHTML, and SGML. University or college level teaching experience is desirable. The successful candidate must be able to work in a team-oriented environment that serves a diverse population.

Salary: Beginning at \$32,000, based on experience. Excellent benefit package.

Applications from women and minority candidates are especially welcomed. Plattsburgh State University is an affirmative action, equal opportunity employer.

Plattsburgh State University is a comprehensive institution with 270 faculty and 5500 students. The college is located in the northeast corner of upstate New York in the historic and beautiful Lake Champlain Valley nestled between the Adirondack Mountains of New York and the Green Mountains of Vermont. Accessible by air, rail, and car, Plattsburgh is a one-hour drive from Lake Placid, NY; Burlington, VT; and Montreal, Quebec.

Plattsburgh State has an active commitment to teaching and learning with technology. The campus's technology infrastructure includes numerous PC-based computer and multimedia classrooms, a newly opened high-tech Instructional Technology Resource Center, and fully wired offices and dorms.

Review of applications will continue until position is filled. Please send letter of application, resume, names and addresses of three references to: Chair, Search Committee (PJ # 232-CAUT), c/o Human Resources Office, Plattsburgh State University of New York, 101 Broad Street, Plattsburgh, NY 12901-2681. Fax # (518) 564-5090.

CHIEF ARCHIVIST

for the
UNITED CHURCH OF CANADA &
VICTORIA UNIVERSITY ARCHIVES
95 Charles Street West, Toronto

The Chief Archivist, under administrative direction, is responsible for the operation of the United Church of Canada/Victoria University Archives and its staff of seven, the coordination of archival work within the United Church and development and implementation of effective records management procedures in the Church and University. The preferred candidate will have a degree in Archival studies and Canadian history or an equivalent combination of experience and education, a record of progressively responsible experience in archives, demonstrated management ability, knowledge of preservation and conservation, knowledge of the history and theology of the United Church of Canada, including its Reformed and Wesleyan roots, excellent interpersonal skills, and the ability to work with archival collections, ability to work well in an academic setting.

Please send curriculum vitae and the names of 3 referees by November 15, 1999, to:

Search Committee for the Chief Archivist
c/o Office of the President
Victoria University, 73 Queen's Park Crescent
Toronto, Ontario M5S 1K7

www.uocalgary.ca

Academic Opportunities

On the edge and leading the way. The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.



Philosophy

The Department of Philosophy invites applications for three Initial Term (tenure-track) positions at the Assistant Professor level commencing July 1, 2000. A PhD or equivalent, and a strong research and teaching record are required.

For one position the Department is seeking candidates with research and teaching expertise in ethics and/or feminist philosophy. Particular attention will be given to expertise in applied ethics, including bioethics; the successful candidate should expect to teach some courses in bioethics. Willingness to engage in interdisciplinary activities with the Faculties of Nursing and Medicine will be an asset. For this position applications will be considered from citizens of any country.

For the second and third position, the Department is seeking candidates who will be expected to teach a range of logic courses from elementary formal logic to the advanced levels, including the metatheory of first-order logic, undecidability, and incompleteness, as well as courses in their area of specialization. The area of specialization may be in any related area such as philosophy of language, philosophy of mathematics, history and philosophy of logic, epistemology, history and philosophy of science, or metaphysics. The Department has full MA and PhD programmes. Teaching duties include undergraduate and graduate instruction as well as graduate supervision.

Complete dossiers, including a curriculum vitae, at least three letters of reference, postgraduate transcripts, a recent sample of writing, and evidence of teaching effectiveness may be sent to The Chair, Department of Philosophy, University of Calgary. Further information about the Department is available on the internet at www.uocalgary.ca/philosophy. Specific inquiries about these positions may be directed to: John W. Heintz, Head; Tel: (403) 220-5532; e-mail: heintz@uocalgary.ca; Department Fax (403) 289-5698. Deadline for receipt of applications is November 5, 1999.

Geotechnical Engineering

The Department of Civil Engineering invites applications for a tenure-track appointment at the Assistant Professor rank in the area of Geotechnical Engineering. Candidates should have a doctoral degree in Geotechnical Engineering or related field. The successful candidate will complement the current Geotechnical Group in the Department in teaching and research, participate in joint projects, and develop a strong independent research programme using the available experimental and numerical analysis facilities within the Department. You will be expected to teach at both the graduate and undergraduate levels; demonstrated administrative and interpersonal skills are necessary.

You will have broad knowledge of the fundamental aspects of Geotechnical Engineering, including Geomechanics with a strong research background in your area of interest. Industrially oriented research experience would be an asset. Check our website for more information at <http://www.eng.uocalgary.ca/Civil/>

Applications including a curriculum vitae, a statement of research interests, a list of courses that you can teach at both undergraduate and graduate levels, as well as two or three publications, together with the names, addresses, phone numbers and e-mail addresses of three referees must be sent by January 15th, 1999 to: T.G. Brown, Head, Department of Civil Engineering. Fax: (403) 282-7026; e-mail: wilsoa@uocalgary.ca

University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please indicate on your application your status in Canada. The University of Calgary is committed to Employment Equity. The Department is committed to increasing the representation of women among its continuing faculty.

Lakehead UNIVERSITY

ACCOUNTING

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of Accounting.

The ideal applicant would have completed or be nearing completion of a PhD in accounting, hold a professional accounting designation and have relevant business experience. The candidate should be committed to classroom excellence and research in his or her areas of interest. Rank and salary are dependent on qualifications and experience. This appointment will commence on January 1 or July 1, 2000 subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: **Dr. Balram Daggostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1.**

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.



QUEEN'S UNIVERSITY AT KINGSTON Queen's National Scholars Faculty Appointment in Ethics & Human Values

Queen's University at Kingston, Ontario invites applications from outstanding scholars for a limited term or tenure-track position at the rank of Assistant Professor in the broad area of ethics and human values. It is anticipated that the primary appointment will be in one of the following units. A joint appointment is also possible.

Environmental Studies

Dr. Peter Hodson, Director
hodsonp@biology.queensu.ca

Philosophy Dr. Alistair MacLeod, Head
macleoda@post.queensu.ca

Political Studies Dr. Stephen Page, Head
scp2@qsilv.queensu.ca

Religious Studies

Dr. Pamela Dickey Young, Head
youngpd@post.queensu.ca

Women's Studies

Dr. Susan Hendler, Director
hendlers@post.queensu.ca

The aim of the Queen's National Scholars Program is to enrich teaching and research in newly developing fields of knowledge as well as in traditional disciplines. The central criterion of the selection committee will be academic excellence regardless of other considerations. Within this overall context, the program provides an opportunity to improve the proportion of women and members of designated minorities on faculty. Queen's University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians. Preference will be given to candidates in the early or mid-career stages.

Prior to submission of a full application, candidates should establish contact with the Head or Director of the appropriate unit as listed above in order to discuss the form that an application might take. Each full application should include a curriculum vitae, a statement regarding teaching experience or potential, and a detailed statement of current and prospective research interests as they relate to the broad area of ethics and human values. Applicants should also supply information concerning any interruptions in their academic careers.

Completed applications, including names of at least three referees, should be sent to the appropriate Head or Director as listed above, at **Queen's University, Kingston, Ontario, Canada K7L 3N6**. The deadline for receipt of completed applications, including letters of reference, is **November 22, 1999** for a decision by April, 2000.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

DEAN, College of Physical & Engineering Science

Applications and written nominations are invited for the position of Dean of the College of Physical and Engineering Science, effective September 1, 2000.

The College is highly research intensive and has a long-standing commitment to high quality and innovative teaching. It is comprised of five academic units: the Departments of Chemistry and Biochemistry, Computing and Information Science, Mathematics and Statistics, and Physics; and the School of Engineering. It contributes to several of the University's degree programs and shares its graduate programs in Chemistry and Biochemistry and in Physics with the University of Waterloo.

Candidates should have a proven record of leadership and achievement in teaching and research in one of the five academic areas mentioned above (in which the successful candidate will receive a professional appointment), and demonstrate ability and creativity in academic administration and long-term academic planning. They should be effective communicators with superior interpersonal management skills. Candidates should have interest in working closely with other colleges on campus and with other universities, industrial partners and external organizations. Because the College is entering a period of unprecedented faculty renewal, a visionary innovator will have the opportunity to guide the college into new directions.

Applications and nominations should be submitted by **November 26, 1999** to **Dr. J.L. Campbell, Provost and Vice-President (Academic), University of Guelph, Guelph, Ontario, N1G 2W1**

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY
of GUELPH

Modernist Prose Fiction. Secondary interests in other twentieth-century genres, as well as theory, are also desirable. Ph.D. is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses can be found on our website: <http://www.artsci.mcgill.ca/engleng/engleng.html>. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgment should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: **Professor Maggie Kilgour, Chair, Department of English, McGill University, 833 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.**

UNIVERSITY OF WATERLOO - English. Applicants are invited for a tenure-track position in the Department of English at the assistant professor level in Medieval literature. A Ph.D. in this area and demonstrated strengths in teaching and research are required. Expertise in the history of the English language, linguistics, or history and theory of rhetoric is also desirable. Duties will include teaching undergraduate and graduate courses. The department offers distinctive undergraduate and graduate programs (M.A. and Ph.D.) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2000. Send resumes, transcripts, writing samples, and letters of reference no later than 25 November 1999 to: **Dr. Lynne Magnusson, Acting Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - English. Applicants are invited for a tenure-track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to our rhetoric and professional writing programs, particularly in one or more of the following areas: history or theory of rhetoric, history or theory of professional writing, business/technical communication. The successful candidate will teach a large section of a specialized writing course for students in Mathematics or other faculties in addition to undergraduate and graduate courses and supervision in English department programs. A Ph.D. and demonstrated strengths in teaching and research are required. The department offers distinctive undergraduate and graduate programs (M.A. and Ph.D.) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2000. Send resumes, transcripts, writing samples, and letters of reference no later than 25 November 1999 to: **Dr. Lynne Magnusson, Acting Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

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UNIVERSITY OF TORONTO - English. Applicants are invited for a tenure-track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to our rhetoric and professional writing programs, particularly in one or more of the following areas: history or theory of rhetoric, history or theory of professional writing, business/technical communication. The successful candidate will teach a large section of a specialized writing course for students in Mathematics or other faculties in addition to undergraduate and graduate courses and supervision in English department programs. A Ph.D. and demonstrated strengths in teaching and research are required. The department offers distinctive undergraduate and graduate programs (M.A. and Ph.D.) in Literature, Language, Rhetoric, and Professional Writing. Salary negotiable. Appointment effective 1 July 2000. Send resumes, transcripts, writing samples, and letters of reference no later than 25 November 1999 to: **Dr. Lynne Magnusson, Acting Chair, Department of English, University of Waterloo, Waterloo, Ontario, N2L 3G1.** In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

King's College Circle, University of Toronto, Toronto, ON M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible, include one writing sample of not more than 25 pages. Appointment commences 1 July 2000. Applications arriving after 15 November 1999 may be too late. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF TORONTO at Mississauga, Erindale College - English and Women's Gender Studies. Applications are invited for a tenure-track position. Assistant or Associate Professor, Department of English, Erindale College, University of Toronto. Qualifications: Ph.D. in English with specialization in critical theory/history of text and women's/gender studies. The successful candidate will teach undergraduate courses in the English Programme and the Women's/Gender Studies Programme at the Erindale Campus (as well as contributing to the administration of this latter programme), and graduate courses in the Department of English. Applicants must demonstrate strength in both research and teaching. Salary commensurate with experience and qualifications. Send applications and cv to: **Professor Brian Gorman, Department of English, 7 King's College, University of Toronto, Toronto, ON, M5S 3K1.** Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include one writing sample of not more than 25 pages. Appointment commences 1 July 2000. Applications arriving after 15 November 1999 may be too late. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities.

UNIVERSITY OF ALBERTA - The Department of English. University of Alberta, invites applications for two tenureable positions at the Assistant Professor rank, effective July 1, 2000. The department is committed to hiring excellent candidates in any area, and we encourage applications from all fields. Over the next several years, the department will seek to fill positions in the following areas: Renaissance literature (especially poetry); Drama (all periods after 1600); Irish Studies; social and cultural history of the English language; and children's literature. Applicants should have a PhD or be close to finishing it at the time of appointment, teaching experience and publications. Appointments commencing on July 1, 2000. For information about the University of Alberta, please consult the university web page at www.ualberta.ca. For information about the Department of English, please consult the department web page.

UNIVERSITY OF ALBERTA - The Department of English. University of Alberta, invites applications for two tenureable positions at the Assistant Professor rank, effective July 1, 2000. The department is committed to hiring excellent candidates in any area, and we encourage applications from all fields. Over the next several years, the department will seek to fill positions in the following areas: Renaissance literature (especially poetry); Drama (all periods after 1600); Irish Studies; social and cultural history of the English language; and children's literature. Applicants should have a PhD or be close to finishing it at the time of appointment, teaching experience and publications. Appointments commencing on July 1, 2000. For information about the University of Alberta, please consult the university web page at www.ualberta.ca. For information about the Department of English, please consult the department web page.

University of Alberta Edmonton

Chair, Department of Biomedical Engineering

The Faculty of Medicine and Dentistry, University of Alberta invites application for a full-time academic tenure position as Professor and Chair of the Department of Biomedical Engineering. The candidate will have a PhD in physics, biomedical engineering, computer sciences or a related field. Responsible for a Department with 10 full-time faculty, a very successful research program and growing undergraduate and graduate programs, the Chair will demonstrate excellent leadership qualities, interpersonal skills, and have the necessary experience to further stimulate teaching and research programs. The Chair will also have the proven ability to establish meaningful interactions and partnerships with clinical departments and other Faculties. In addition to University resources, the Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers and scientists from scholars to senior scholars or scientists.

The Faculty of Medicine and Dentistry and the Capital Health Authority (CHA) represent one of Canada's leading Academic Health Sciences Centres. With budgets of \$140 million and \$1 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service. Details about the University of Alberta, Faculty, CHA and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca.

Interested candidates should submit a curriculum vitae outlining their current clinical and research interests and proposed future directions together with the names and addresses of three referees by December 10, 1999 to:

**Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry,
University of Alberta,
2J2 WC Mackenzie Health
Sciences Centre
Edmonton, Alberta
Canada T6G 2R7**

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

**Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry,
University of Alberta,
2J2 WC Mackenzie Health
Sciences Centre
Edmonton, Alberta
Canada T6G 2R7**

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

**Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry,
University of Alberta,
2J2 WC Mackenzie Health
Sciences Centre
Edmonton, Alberta
Canada T6G 2R7**

UNIVERSITY OF ALBERTA
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CAREERS SECTION • SECTION DES CARRIÈRES

at owens@uab.ca or english@uab.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Candidates should send three references to the Chair directly to: Dr. Jo-Anne Walker, Chair, Department of English, University of Alberta, Edmonton, Alberta, T6G 2E1, Canada. Candidates should also send a letter of application, writing sample, complete curriculum vitae, and the names of referees, and should arrange for the Chair to receive graduate and undergraduate transcripts. The closing date for applications is November 15, 1999; candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA — The Department of English, University of Alberta, invites applications for two tenure-track positions at the Assistant Professor level in any of the following areas: 1) critical race theory; 2) African literatures in English; or 3) theory and practice of cultural humanities. Applicants for this position should have strong hands-on experience with computing in humanities disciplines and research interests in any of the above areas. The successful candidate will be expected to teach and supervise students in both undergraduate and graduate programs, and to contribute to the department's research and teaching excellence. For information about the Department of English, please consult the department web page at www.uab.ca/~english/enghome.htm. Candidates should send three references to send letters directly to: Dr. Jo-Anne Walker, Chair, Department of English, University of Alberta, Edmonton, Alberta, T6G 2E1, Canada. Candidates should also send the Chair a letter of application, writing sample, complete curriculum vitae, and the names of referees, and should arrange for the Chair to receive graduate and undergraduate transcripts. The closing date for applications is November 15, 1999; candidates are responsible for ensuring that transcripts and letters of reference are received by the Department. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF TORONTO — Department of English, University of Toronto, invites applications for a tenure-track position, Associate Professor, Department

of English, University of Toronto. Qualifications: Ph.D. in English with specialization in World Literature in English. Applications are welcomed from candidates qualified to teach, supervise thesis, and carry out research in World Literature in English. Duties consist of research and undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and cv to: Prof. Brian Coman, Department of English, 3 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include one writing sample of not more than 25 pages. Appointment commences 1 July 2000. Applications arriving after 19 November 1999 may be too late. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal peoples, members of visible minorities, and persons with disabilities.

UNIVERSITY OF TORONTO — Department of English, University of Toronto, invites applications for a tenure-track position, Assistant Professor, Department of English, University of Toronto. Qualifications: Ph.D. in English with specialization in 18th Century Fiction. Applicants are welcomed from candidates qualified to teach, supervise thesis, and carry out research in 18th Century Fiction. Duties consist of research and undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and cv to: Prof. Brian Coman, Department of English, 3 King's College Circle, University of Toronto, Toronto, ON, M5S 3K1. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Department as soon as possible. Include one writing sample of not more than 25 pages. Appointment commences 1 July 2000. Applications arriving after 19 November 1999 may be too late. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified men and women, aboriginal peoples, members of visible minorities, and persons with disabilities.

UNIVERSITY OF BRITISH COLUMBIA — The Department of English and the Department of Theatre, Film and Creative Writing, University of British Columbia, invite applications for a joint position at the level of Assistant Professor in Drama with a specialty in the Theory and History of Performance. This position is available effective July 1, 2000, subject to budget approval. Candidates should possess the Ph.D., some teaching experience at the university level, and active interests in Theatre research and publication. The successful applicant will have cross-disciplinary interests and will be interested in the opportunities provided by work within the English Department as well as with the newly established Integrated BA Program in Drama in the Faculty of Arts, UBC. This program has a strong Theatre Production Program which provides opportunities for curriculum development that emphasizes dramatic literature in performance, thus, participation in the dramaturgy of the Theatre Program will be encouraged. Experts in 19th or 20th century drama and theatre, as well as in film or opera, are desirable, and Humanities computing skills are an asset. Applicants should send their curriculum vitae, a sample published article, a statement on their pedagogy, and a list of their current academic and creative interests, and arrange for three letters of reference to be forwarded to: Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 321-1873 East Mall, Vancouver, BC V6T 1Z1. Deadline for receipt of complete applications is November 15, 1999. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and per-

ENGLISH & THEATRE

sonnel to the undergraduate program and, either immediately or very soon to the graduate program, as well as developing a productive program of research. Salary will depend on qualifications and experience. A letter of application, along with a curriculum vitae and a sample of the applicant's written work (no longer than 25pp.) should be sent to: Prof. Kim McIntyre, Chair, Department of English, York University, 4700 Keele Street, Toronto, ON M3J 1P3. Fax: (416) 736-5412. Candidates should also arrange for letters of recommendation from three referees to be sent directly to the above address. Applications should be received by October 25, 1999. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



**University of Alberta
Edmonton**

Chair Department of Mechanical Engineering

Applications and nominations are invited for the position of Chair of the Department of Mechanical Engineering. The undergraduate program in Mechanical Engineering currently has a target enrollment of 135 new undergraduate students each year, with this target increasing to 160 new undergraduate students per year by September 2001. Approximately 80 graduate students are currently registered in MEng, MSc and PhD programs. A planned expansion has been approved that will result in the total graduate enrollment reaching 140 students by September 2004. Research in the department is supported by a wide variety of governmental and industrial organizations, with in excess of \$2 million in externally sponsored research funds received annually.

The department currently has 25 full-time faculty members. Planned additional growth over the next three years will result in an additional 10 faculty positions being established complete with associated support staff. This major initiative, which has received government approval and funding, will enable the department to build on its strengths and expand into new areas of teaching and research such as manufacturing engineering and biomedical/biomechanical engineering.

The Chair of Mechanical Engineering is responsible to the Dean of Engineering for the supervision and administration of the academic programs, budget and all activities of the department. We are seeking a dynamic candidate who possesses the teaching, research and administrative experience to provide effective leadership in a Faculty committed to excellence in education and scholarship. This tenured appointment, which will be at the rank of Professor, will take effect on July 1, 2000, or as soon as possible thereafter.

The Faculty of Engineering is one of the largest in Canada with approximately 2,800 undergraduate students, 500

graduate students and over 135 faculty members. The Faculty operates the second-largest engineering cooperative education program in Canada that is available to students in nine engineering undergraduate degree programs. The Faculty has recently undergone a significant phase of renewal and expansion with over 55 new engineering faculty members appointed since 1996. A further 35 additional faculty members, with associated support staff, are expected to be appointed by 2002 due to a planned major expansion of the Faculty that has received government approval and funding. To support the expansion of the educational and research programs of the Faculty of Engineering, two major new engineering buildings are currently being designed, with construction planned to start in late 1999.

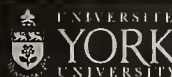
Please send nominations or applications, including CVs and the names of three references by October 29, 1999 (applications will be accepted until the position is filled) to:

Dr. David T. Lynch, Dean
Faculty of Engineering
University of Alberta
5-1 Mechanical Engineering Building
Edmonton, AB T6G 2G8
Phone: (780) 492-3596
Fax: (780) 492-0500
E-mail: david.lynch@ualberta.ca

The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment amongst any university in Canada.

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

...it makes sense.



Tenure Stream Appointments — 2000-2001

York University, Faculty of Education, invites applications for the following positions:

- Language Arts & Literacy Education
- Mathematics, Science & Technology Education
- Early Childhood Education
- Adolescent & Youth Education

The Context

York University is situated within a culturally diverse urban setting in northern Toronto at the centre of the Greater Metropolitan Toronto area. The Faculty of Education at York offers pre-service, post-graduate development, and graduate programs (M.Ed., Ph.D.). The Faculty, which values collaboration and interdisciplinarity, is committed to issues of social justice. Tenure-track faculty members are encouraged to work with colleagues from other academic departments across the University and with faculty members seconded from school boards.

The Positions:

Language Arts and Literacy Education — Candidates should be familiar with recent research in Language Arts education and be able to provide evidence of a research programme with a focus on language and literacy. Preference will be given to candidates with teaching experience in elementary and/or secondary schools.

Mathematics, Science and Technology Education — Candidates should be familiar with recent research in mathematics, science or technology education and be able to provide evidence of a research programme related to these areas. Preference will be given to candidates with teaching experience in elementary schools.

Early Childhood Education — Candidates should be familiar with recent research in Early Childhood Education and be able to provide evidence of a research programme with a focus on young children's learning and development. Preference will be given to candidates with experience working with young children in formal educational settings.

Adolescent and Youth Education — Candidates should be familiar with recent research in adolescent and youth culture and be able to provide evidence of a research programme with a focus appropriate to the position. Preference will be given to candidates with experiences working with adolescents in educational settings.

The Candidates:

Successful candidates will have completed doctorates in fields of study compatible with the advertised positions. Candidates with unfinished doctorates will be considered only on submission of evidence that degree requirements will be fulfilled prior to the date of appointment. Candidates must present evidence of their abilities to establish a strong programme of scholarly research, to provide excellence and leadership in undergraduate and graduate teaching and supervision, to collaborate with colleagues in the field and across the University, and to be actively involved in the field of education.

The Appointments:

Although preference will be given to an appointment at the Assistant Professor level, initial rank and salary will be commensurate with qualifications and experience. Appointments will commence as early as 1 September 2000. York University is implementing a policy of employment equity, including affirmative action for women faculty. The Faculty of Education encourages applications from qualified persons of colour, Aboriginal/First Nations persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Applications:

An application must include a curriculum vitae, one sample of scholarly writing, the contact details of three or more referees, and a letter of application that provides an overview and discussion of qualifications and interests as they relate to the advertised position. Applications should be addressed to:

Dr. Terry Piper, Dean, Faculty of Education
c/o 5853 Ross Building, York University
4700 Keele Street, Toronto, Ontario M3J 1P3

Closing Date — 15 January 2000

Lakehead UNIVERSITY

FINANCE AND STRATEGIC MANAGEMENT/ BUSINESS POLICY

The Faculty of Business Administration at Lakehead University invites applications for probationary (tenure-track) appointments in the areas of Finance and Strategic Management/Business Policy.

Applicants should have completed or be nearing completion of a PhD. The successful candidates are expected to teach and develop undergraduate and post graduate level courses and conduct research in their area of specialty. For the Strategic Management appointment the ability of teaching in the area of Marketing is desirable.

Appointment will commence on July 1, 2000 with the possibility of January 1, 2000 for the position in Finance. Candidates with appropriate qualifications and experience may be considered for appointment at the Assistant or Associate Professor rank. Both positions are subject to budgetary approval.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: Dr. Billmuth Dugostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada, P7B 5E1.

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.



New Academic Appointments International Initiatives Faculty of Arts

York University is committed to enhancing its international programs and research. Building on our academic strengths, York will make new tenure-stream appointments to support its international mission. York is located in Toronto, Canada's knowledge, trade, and financial centre, and its gateway to the global community.

International work is a core component of the mission of our university. In addition to our Humanities, Social Sciences, and professional programs, York has developed unique interdisciplinary programs and research centres with:

- regional focus (e.g., Asia/Pacific, Europe, and Latin America/Caribbean), or
- thematic focus (e.g., Communications and Culture, Women's Studies, Security Studies)

York University is beginning a multi-year initiative to appoint tenure-stream faculty members at entry-level and mid-career who will be of the highest calibre and who will enhance our international academic and research programs and further the University's commitment to excellence through diversity.

As part of this multi-year initiative, the following appointments will be made in the Faculty of Arts in 2000/01:

- Post-colonial Literature, Department of English
- 19th and 20th Century Latin America, Department of History
- Asia-Pacific International Relations, Department of Political Science
- German and European Politics, Department of Political Science
- Latin American and Caribbean Studies (Department open, with preference for Anthropology, Sociology, or social sciences)
- Asia/Pacific Studies (Department open, with preference for History, Anthropology, or social sciences)

Eligible candidates must have a doctoral degree, a superior academic record, and a demonstrated record of excellence in research and teaching in the international area. In addition to their discipline-specific expertise, applicants will have particular strengths in one of the regional and/or thematic areas.

Interested individuals should send an application, which identifies their areas of research and teaching interests, together with a curriculum vitae, and a recent research paper. Applicants should arrange for three letters of reference to be sent directly.

Applications may be directed to:
Dr. George Fallis, Dean, Faculty of Arts, S-928 Ross Building, York University,
4700 Keele Street, Toronto, Ontario M3J 1P3, Canada.

The six positions are also being advertised individually; applications can also be made to the Chair or Search Committee indicated in those advertisements. All positions at York University are subject to budgetary approval. The deadline for applications is November 26, 1999 (with the exception of the Department of English position whose deadline is October 25, 1999).

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

where INNOVATION is a tradition



Director, First Nations & Inuit Education, Faculty of Education Full-Time Assistant Professor (Special Category)

The Office of First Nations and Inuit Education in the Faculty of Education at McGill University is seeking to fill a full-time non-tenure track position at the assistant professorship level, for a three year period (renewable). Starting date will be negotiated.

The Office is responsible for the delivery of field-based teacher education programs, both pre-service and in-service, in partnership with Algonquin, Cree, Inuit, Mikmaq and Mohawk communities.

The successful candidate should have experience in teacher education programs, particularly those which target the preparation of Aboriginal peoples. This experience should include teaching, student teaching evaluation and program and course planning, implementation and evaluation.

Applicants should have some administrative experience and have good communication skills since much of the work involves telephone contacts.

Willingness and ability to travel is also important since trips are made to partnership communities on a regular basis. Ph.D. and school teaching experience are highly desirable. The successful candidate will be highly encouraged to further their teaching and research interests.

Major responsibilities include:

- Overseeing the development and evaluation of different professional development programs
- Working closely and collegially with academic and administrative staff in implementing the programs
- Liaising and planning regularly with community partners regarding program and course delivery as well as student progress

Salary will depend on the candidate's qualifications and experience to a maximum of \$50,000.

McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

A letter of application, a curriculum vitae, and the names, addresses and phone/fax numbers of three referees should be sent to:

Dr. James Hanrahan, Associate Dean (Professional Development and Technology)
Faculty of Education, McGill University
3700 McTavish, Montreal, Que. H3A 1Y2

Phone: 514-398-7011
Fax: 514-398-1527

Review of applications will begin December 15, 1999. The position will remain open until filled.

manent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

ENVIRONMENTAL RESEARCH

UNIVERSITY OF WINNIPEG — Environmental Assessment. The University of Winnipeg invites applications for five tenure-track positions commencing July 1, 2000 in Environmental Assessment: Ecotoxicologist; Environmental Chemist; Environmental Microbiologist; Conservation Genetics; Environmental Modeler. For details please visit our website at <http://www.uwinnipeg.ca/faculty/positions-director/GreatLakes/EnvironmentalResearch/UniversityofWinnipeg>. On 938 394, Phone (519)253-3000, ext. 2732, fax (519)253-3010, email labg@uwinnipeg.ca

ENVIRONMENTAL STUDIES

McGILL UNIVERSITY — Joint tenure-track assistant professorship in History Department and new McGill School of Environment (MSE) for specialist in Environmental History with competence in interface between the environment and the evolution of human societies, economies and politics. Successful candidate to address such issues as how site formation, technological and economic transformations, social movements, conceptions of property rights, climate, disease, ecological change and human concepts of nature/civilization have shaped society-environment interactions. Research specialization in a particular area of world-historical importance desirable. Candidate will teach History undergraduate, M.A. and Ph.D. students. Undergraduate teaching in MSE also required and development of Masters and Doctoral programs there in the intermediate term a high priority. Send two copies of: curriculum vitae; letter describing research and teaching experience; recent original article in press, or this outline; and three letters of recommendation by November 12 to Suzanne Morton, Chair, History, and Peter Brown, Director, MSE, McGill University, 855 Sherbrooke St. W., Montreal, Quebec H3A 2T7. In accordance with Canadian immigration requirements, this ad is directed in the first instance to Canadian citizens and permanent residents. McGill is committed to equity in employment. While English is the language of instruction, knowledge of French is an asset.

ERGONOMICS/HUMAN FACTORS

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor or Associate Professor, in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. Candidates should have demonstrated research and teaching ability. The candidate must have a Ph.D. with research training in ergonomics/human factors or a cognate discipline. Consulting experience and eligibility for full membership (dissertation) in the Human Factors Association of Canada/Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics is desirable. Duties will include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada in conjunction with the Department of System Design Engineering and other Departments on campus. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The Department offers B.Sc., M.Sc. and Ph.D. degrees in Kinesiology. Further information about the department can be found at <http://www.jhs.uwaterloo.ca/kinesiology.html>. Applicants should send a covering letter, three names of references, and a curriculum vitae to: Dr. Aeneas Borenstein, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or E-mail: aborenstein@uwaterloo.ca. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ENVIRONMENTAL STUDIES/URBAN STUDIES

UNIVERSITY OF WINNIPEG — The Environmental Studies/Urban Studies Program in the Faculty of Arts invites applications for a tenure-track position, at the rank of assistant or associate professor, to serve as coordinator. Subject to budgetary approval, this appointment is effective July 1, 2000. Salary commensurate with qualifications and experience. The successful candidate will have a Ph.D. in Environmental Studies or a related discipline, ideally with expertise in environmental policy, environmental management and/or urban environmental issues. Strong leadership and the ability to establish working relationships with decision makers, business people, and community groups which deal with environmental and resource issues, are essential. The coordinator will be expected to establish a strong research program; (a) assume some teaching responsibilities within the program and to interact with, and effectively counsel, students with a wide range of interests. Environmental Studies/Urban Studies is a joint program comprising three-year and four-year B.A. degrees, four-year B.Sc. degrees and four-year B.Sc./M.A. applied science degrees. The programs were established almost three decades ago. Applications, including a complete curriculum vitae, with names of three referees should be sent to: Dr. Andy Lockey, Coordinator, Environmental Studies/Urban Studies, University of Winnipeg, 515 Fargate Avenue, Winnipeg, Manitoba R3B 2E9 (Lockey@uwinnipeg.ca) prior to December 1, 1999. In accordance with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The University of Winnipeg is committed to employment equity.

UNIVERSITY OF WATERLOO — The Department of Kinesiology at the University of Waterloo invites applications for a tenure-track faculty position, at the rank of Assistant Professor or Associate Professor, in the field of ergonomics/human factors. We are searching for expertise to extend our program in new directions. Candidates with expertise in cognitive or social behavioral aspects of ergonomics are encouraged to apply. Candidates should have demonstrated research and teaching ability. The candidate must have a Ph.D. with research training in ergonomics/human factors or a cognate discipline. Consulting experience and eligibility for full membership (dissertation) in the Human Factors Association of Canada/Association canadienne d'ergonomie or be eligible for certification by the Board of Certification in Professional Ergonomics is desirable. Duties will include research, teaching at undergraduate and graduate level, and supervising graduate students. Salary range commensurate with qualifications and experience. The Department of Kinesiology offers the only undergraduate program in Ergonomics in Canada in conjunction with the Department of System Design Engineering and other Departments on campus. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The Department offers B.Sc., M.Sc. and Ph.D. degrees in Kinesiology. Further information about the department can be found at <http://www.jhs.uwaterloo.ca/kinesiology.html>. Applicants should send a covering letter, three names of references, and a curriculum vitae to: Dr. Aeneas Borenstein, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519-746-6776 or E-mail: aborenstein@uwaterloo.ca. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

ETUDES FRANÇAISES

UNIVERSITÉ CONCORDIA — La Faculté des arts et des sciences de l'Université Concordia invite des candidats pour des postes de professeurs (des langues suivantes: l'enseignement du français langue seconde, littérature des Amériques de langue française, traduction, Veillez lire l'annonce pleine page publiée dans ce numéro.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to three tenure-track positions available — two in the area of Clinical Exercise Physiology and one in the field of Health Epidemiology. Please see our full page display ad in this issue.

FAMILY STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA — Assistant Professor Position in Family Studies. This is a tenure stream position at the Assistant Professor level. Applicants should have a Ph.D. in Family Studies or a related area with expertise in family life education and human sexuality. The candidate should currently be a Certified Family Life Educator (CFLE) or be eligible for certification. The successful candidate will be expected to teach undergraduate and graduate courses in family studies, including human sexuality and family life education. The ability to teach undergraduate courses in marital interaction and family communication is an asset. The successful candidate will have demonstrated potential to carry on independent research and scholarly publication and contribute to interdisciplinary developments within the new School of Social Work and Family Studies. The Family Studies program within the School of Social Work and Family Studies offers an undergraduate (BA) degree in Family Studies and a graduate (MA) degree in Family Studies. These programs incorporate three substantive areas: family development, family resource management, and the family context of life-span development. Family Studies faculty may also be involved in interdisciplinary Ph.D. programs. The program is housed in a modern building with excellent facilities. The School of Social Work and Family Studies was created as of April 1, 1999, through the merger of the School of Social Work and the Family Studies programs of the former School of Family and Nutritional Sciences. The new School has 23 faculty members, seven of them in Family Studies. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.



University of Alberta Edmonton

Chair, Department of Radiology and Diagnostic Imaging

The Faculty of Medicine and Dentistry, University of Alberta invites application for a full-time academic tenured position as Professor and Chair of the Department of Radiology and Diagnostic Imaging. The candidate must be clinically qualified and be eligible for licensure in the Province of Alberta. Responsible for a Department with 6 full-time faculty and over 60 clinical faculty, the Chair will demonstrate excellent leadership qualities, interpersonal skills, and have the necessary experience to stimulate teaching and research programs. The successful candidate together with the Office of the Dean will be responsible for the undergraduate and postgraduate training programs, which are delivered through the Region. In addition to University resources, the Alberta Heritage Foundation for Medical Research provides excellent opportunities to recruit researchers and scientists from clinical investigators to senior scholars or scientists.

The Faculty of Medicine and Dentistry and the Capital Health Authority (CHA) represent one of Canada's leading Academic Health Sciences Centres. With budgets of \$140 million

and \$1 billion dollars respectively, the two organizations are recognized nationally and internationally for their combined leadership in research, education and clinical service. Details about the University of Alberta, Faculty, CHA and Edmonton can be found on the Faculty's Home Page at www.med.ualberta.ca.

Interested candidates should submit a curriculum vitae outlining their current clinical and research interests and proposed future directions together with the names and addresses of three referees by December 10, 1999 to:

Dr. D. Lorne J. Tyrrell, Dean
Faculty of Medicine and Dentistry
University of Alberta
212 WC Mackenzie Health
Sciences Centre
Edmonton, Alberta
Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

UNIVERSITY OF ALBERTA

...it makes sense.

CAREERS SECTION • SECTION DES CARRIÈRES

Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The position is subject to final budgetary approval. Final date for applications: January 1, 2000. Anticipated starting date: July 1, 2000. Please send letters of application, curriculum vitae, graduate transcripts and any representative publications to: Prof. Graham Smith, Director, School of Social Work and Family Studies, 2080 West Mall, The University of British Columbia, Vancouver, B.C. Canada V7T 1Z2. Enquiries can be directed to Dr. James M. White, Associate Director, (phone 604-822-4632; e-mail: bslano@unbc.ca).

FINANCE

CONCORDIA UNIVERSITY — Department of Finance is seeking, subject to budgetary approval, qualified applicants for tenure track and visiting positions starting June 1, 1999. Appointments will be made up to the rank of Professor based upon qualifications and experience. Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For consideration, applicants should have a strong research record and relevant experience. The primary interests are financial markets, international finance, corporate finance, investments, and derivative securities. Other areas will also be considered. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, and/or PhD levels. Teaching in the Executive MBA and/or Finance MBA Programs is also encouraged. Experience in the area of financial management or pharmaceutical management would be an asset. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses per term and to be active in research. The Faculty of Commerce and Administration is accredited by AACSB. Applications should be submitted by November 1, 1999. Send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three reference letters to: Dr. James M. White, Chair, Department of Finance, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8 Canada. Tel: (514) 848-2960; Fax: (514) 848-4500; E-mail: smith@concordia.ca. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

FINE ART & MUSIC

UNIVERSITY OF GUELPH — The School of Fine Art and Music at the University of Guelph invites applications for two faculty appointments in Studio Art at the Assistant Professor or Associate Professor level beginning August 1, 2000. Applicants must hold a MFA or have equivalent professional experience and be practicing professional artists with a significant record of exhibitions and related activities such as publications and commissions. A strong commitment to undergraduate and graduate teaching as well as participation in the academic life of the University is expected. Knowledge of contemporary and historical art theory and practice and the capacity to debate these issues actively and creatively is expected of applicants. University or college teaching experience and an understanding of the educational development of a studio program are also required. The following areas of specialization in teaching and studio practices for which the School seeks applicants: Position 1: Painting and Related 2D Practices. This appointment at the Assistant or Associate Professor level (tenure-track or with tenure) is expected to provide serious leadership for the teaching and practice of painting, printmaking, and drawing in a B.A. Honours program and in an MFA program in Studio Art. The applicant must provide evidence of substantial knowledge of the materials and procedures or practices of painting, printmaking and drawing and demonstrate an ability to engage directly and physically with them. In addition to strong practical skill, a strong conceptual ability that is related to an artistic practice and a capacity to respond to developments in contemporary art are essential. November 30, 1999. Candidates should submit a letter of application, current curriculum vitae, twenty slides of own work, and a statement of teaching philosophy. At the same time, candidates should request that three confidential letters of reference be sent to: Dr. Mary G. Director, School of Fine Art and Music, 201 Zavit Hall, University of Guelph, Guelph, Ontario N1G 2W1. The appointments are subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and Permanent Residents.

FOLKLORE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND — The Department of Folklore at Memorial University of Newfoundland is seeking an outstanding individual with an established record of effective teaching for a full-time tenure-track position at the rank of Assistant Professor, to commence January 1, 2000. Applicants must have a Ph.D. in Folklore. The Department of Folklore has well-established undergraduate M.A. and Ph.D. programs. The successful candidate will contribute to an already thriving undergraduate program and will be expected to teach introductory classes as well as courses in their own fields of expertise. Memorial University is the largest university in Atlantic Canada and one of the country's leading institutions for post-secondary teaching and research. Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse opportunities for graduate and undergraduate students, over 15,000 full- and part-time students, Memorial provides a distinctive environment for learning in its facilities and eight schools. Its main campus is located in St. John's, in historical city of great charm. Within the context of general practice, special consideration will be given to folklorists with expertise in Newfoundland and Labrador Folklore, Celtic Folklore, and Folklore. Interest in Francophone cultures and ethnicity would also be an asset. The post is subject to budgetary approval. Applicants should forward a letter of application, curriculum vitae (including evidence of research and teaching effectiveness), and three reference letters to: Dr. Diane Goldstein, Head, Department of Folklore, Memorial University of

Newfoundland, St. John's, Newfoundland, Canada A1B 3X8. The closing date for applications is October 28th, 1999. Memorial University is committed to employment equity, this advertisement is directed to Canadian citizens and permanent residents of Canada.

FRENCH

SAINT MARY'S UNIVERSITY — The Department of Modern Languages and Classics, in-vision applications for a tenure-track appointment in French, starting September 1, 2000, at the rank of Assistant Professor. We are looking for a colleague to take a leading role in the development and coordination of our language program on a long term basis, with expertise and research activity in the area of second language pedagogy, and a strong commitment to language teaching. Knowledge and research activity in CALL and Quebec culture and literature would also be an asset. Applicants should hold a Doctorate degree, and possess native or near-native fluency in French. Letters of application accompanied by an up-to-date curriculum vitae (scope of teaching evaluations, a teaching dossier (if available) and the names of three referees should be addressed to: Dr. G. McRobb, Chair, Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 3C3. Closing date for applications is January 15, 2000. This advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of Employment Equity.

GEOGRAPHY

YORK UNIVERSITY — The Department of Geography invites applications for a full-time tenure-track position at the assistant professor or junior associate professor level to begin July 1, 2000 (subject to budgetary approval). The Department particularly invites applications in the field of Geographic Information Systems and Remote Sensing. They seek an individual who will develop a rigorous research program and is committed to high quality undergraduate and graduate education. The successful candidate will be expected to teach upper-level courses in remote sensing and image processing. A Ph.D. is required at the time of appointment. Additional information about the Department can be obtained at www.yorku.ca/geog/geogphone.htm. Candidates should send a curriculum vitae, a statement of research interests, selected publications, and arrange to have 3 letters of recommendation sent directly to Margaret C. Miles, Chair, Department of Fine Art, University of Toronto, Toronto, Ont. M5S 3G3, Canada. In accordance with its employment equity policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples, and persons with disabilities.

GERMAN

UNIVERSITY OF CALGARY — The Department of German, Slavic & East Asian Studies is a historically multi-disciplinary department with a reputation for innovative approaches to post-secondary education, is seeking an Assistant Professor of German, a tenure-track appointment to begin July 1, 2000. GSEA prides itself on its commitment to the teaching of German within a broad range of cultural and intellectual contexts. The successful candidate will be able to make an imaginative contribution to the learning environment and pursue a dynamic personal research programme. Areas of specialization are open, but some preference may be given to applicants with expertise in cultural and literary studies (primarily 19th-20th centuries), or with commitment to the area of instructional technology. Willingness to participate in the cross-and-interdisciplinary initiatives of the Department and the Faculty of Humanities would be an asset. The successful candidate will have a Ph.D. at or near completion, and a native or near-native command of German. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. The deadline for receiving completed applications is November 15, 1999. Candidates should

Lakehead UNIVERSITY

INFORMATION SYSTEMS

The Faculty of Business Administration at Lakehead University invites applications for a probationary (tenure-track) appointment in the area of information systems.

Applicants should have completed or be nearing completion of a Ph.D. The successful candidate is expected to teach and develop undergraduate courses and conduct research in his/her area of specialty. Rank and salary are dependent on qualifications and experience. This appointment will commence on January 1 or July 1, 2000. Individuals with a Master's degree and related experience in information systems may be considered for a term appointment.

Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: Dr. Balamir Dagostar, Dean, Faculty of Business Administration, Lakehead University, Thunder Bay, Ontario, Canada P7B 5E1.

In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

TENURE-TRACK POSITIONS

FACULTY OF MANAGEMENT

UNBC's Faculty of Management is accepting applications for 5 full-time, tenure-track positions in Marketing (2 positions), Accounting, Organizational Behaviour and Strategy. Appointments are expected to commence July 1, 2000.

The University of Northern British Columbia is a small, research intensive university with an enrollment of approximately 3,500 students in 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus and a distinctive quality of life in the heart of British Columbia. The Faculty of Management offers majors in Accounting, Finance, Marketing, International Business and General Business to more than 400 students in the Bachelor of Commerce program.

For positions filled at the rank of Assistant Professor, we seek candidates with a Ph.D., or near completion, evidence of strong research potential and the capability for effective undergraduate and graduate teaching. For positions at senior ranks, candidates should have a proven record of research, teaching and administrative achievement commensurate with appointment at the rank of associate or full professor. Although there is considerable flexibility with respect to research interests, we have specific teaching needs as outlined below:

Two positions are available. Preferred candidates will have teaching interests in one or more of the following areas: Consumer Behaviour, International Marketing and/or Electronic Commerce/Internet Marketing.

Preferred candidates will have teaching interests in Financial Accounting.

Preferred candidates will have teaching interests in Organizational Behaviour and/or Human Resource Management.

Preferred candidates will have teaching interests in Competitive Strategy and/or Business Policy.

Please forward your curriculum vitae, specifying the position you are applying for, and the names and addresses of three referees (including telephone and fax numbers) to: Dr. Deborah Poff, Vice-President Academic, University of Northern British Columbia, 3333 University Way, Prince George, BC V2N 4Z9. Fax: (250) 960-7300. Inquiries may be made to Dr. Manfred Moute, Chair, Business Program, (250) 960-6491 or by Email at moute@unbc.ca. Review of applications will commence November 8, 1999 and will continue until the positions are filled.

For more information, visit our website: www.unbc.ca

THE UNIVERSITY OF NORTHERN BRITISH COLUMBIA PARTICULARLY ENCOURAGES APPLICATIONS FROM WOMEN, VISIBLE MINORITIES, PERSONS WITH DISABILITIES AND ABORIGINAL PERSONS.

UNBC
UNIVERSITY
OF NORTHERN
BRITISH COLUMBIA

QUANTITATIVE SCIENTISTS STATISTICIANS

Imaging Research Inc. develops software and instruments for academic and pharmaceutical research. We are located on the campus of Brock University in the scenic Niagara peninsula. Imaging Research is a member of the Amersham Pharmacia Biotech family of companies, and functions as an R&D center of excellence for APBiotech's worldwide operations.

We are expanding our quantitative research program and are seeking scientists at junior and senior levels with statistical and experimental design skills. Statisticians with applied interests, computational biologists, and scientists from psychology or the life sciences are especially encouraged to apply.

Imaging Research offers interesting work, an informal and research-oriented work environment, and competitive remuneration. St. Catharines is an attractive and pleasant place to live, with the benefits of a small town but close to Toronto and other urban centers. Please forward your resumé, including references to:

Robert Nadon, Ph.D.

IMAGING RESEARCH INC.

Brock University

500 Glenridge Ave.

St. Catharines, ON L2S 3A1

FAX: 905-685-5861

Email: Robert.Nadon@imaging.brocku.ca

RYERSON POLYTECHNIC UNIVERSITY

FACULTY POSITIONS

Department of Electrical and Computer Engineering

The Department of Electrical and Computer Engineering invites applications for tenure track faculty positions at the Assistant or Associate Professor level in connection with the expansion in the general area of electrical and computer engineering. These positions are primarily in one of the following areas: digital, wireless and mobile communication systems, digital signal processing, computer and data communication networks, interconnecting, real-time or embedded computer systems, microprocessor systems, embedded software development, VLSI, computer architecture and software engineering. Applications will also be accepted from outstanding candidates in closely related fields. Positions are subject to budget approval.

The candidates must have a Ph.D. degree and a strong commitment to teaching and research with the ability to establish or maintain a dynamic research program in their fields of expertise. Industrial experience will be a definite asset. PEng registration or eligibility and commitment to register as a professional engineer is a necessary condition for appointment. The level of appointment and salary will be commensurate with the qualifications of the candidates.

A detailed description of the Department and the program is available at www.ece.ryerson.ca

Applicants should send a complete curriculum vitae, the names of three references, a statement concerning research and teaching interests to: Chair, Department of Electrical and Computer Engineering, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Fax: (416) 979-5280. E-mail: inquire@ece.ryerson.ca

Ryerson Polytechnic University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON

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CAREERS SECTION - SECTION DES CARRIÈRES

and metabolic physiology. Duties include research, teaching at the undergraduate and graduate level and supervising graduate students. Candidates are expected to compete for grants and contracts to support their research program and graduate students. Salary to be commensurate with qualifications and experience. The Department of Kinesiology is expanding clinical applications of research and research through the recently developed Applied Health Sciences Research Clinic. This provides exciting opportunities for collaborative research. Candidates with demonstrated success in collaborative research are encouraged to apply. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the fields of human movement, health and performance of individuals. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this to optimize the health and performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.utoronto.ca/kinesiology>. Applicants should send a covering letter, three names of references, and a curriculum vitae to: Dr. Aaron Bond, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by FAX: 519 746-6778 or E-mail: aaron.bond@utoronto.ca. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WINNIPEG - Kinesiology. The University of Winnipeg invites applications for a tenure track position in Sport Management commencing July 1, 2000. For details please visit our website at: <http://www.uwinnipeg.ca/sport> positions: Dr. J. Weese, Director, School of Human Kinetics, University of Winnipeg, CNR, 858 3rd Ave. Phone: (204) 945-3000, ext. 2432; Fax: (204) 973-7056; e-mail: jweese@uwinnipeg.ca

KINESIOLOGY & PHYSICAL EDUCATION

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Science, Department of Kinesiology and Physical Education. Two Assistant Professors: one probationary (tenure-track) and one two-year term, both beginning 1 July 2000, subject to budgetary approval. A Ph.D. or near completion is required in one area of Kinesiology (Social Sciences, Humanities, Natural Sciences) or Leisure Studies. The Department focuses on the study of wellness and lifelong physical activity involvement of all individuals at all levels of participation, and offers major and minor programs in B.A. or B.Sc. in Kinesiology, B.A. in Recreation and

Leisure Studies, and B.Sc. in Exercise Science. The successful applicant will have expertise in any of these areas, but particular interest for at least one position lies in the area of the psychosocial dimensions of leisure. Expertise in computer technology and/or statistical analysis of data is an asset. Teaching physical activity classes is a possibility. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research, and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New Faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is in an expansion phase and, among other projects, is building a \$37-million Library Information Network Centre (ILNC). For more information about the University please visit our website at: www.ualberta.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses taught, a list of references, and a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and three letters of reference to be sent to: Dr. Danya Beth Daniels, Chair, Department of Kinesiology and Physical Education, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2580, or E-mail: danya.daniels@uleth.ca. The closing date for applications is November 30, 1999.

LIBERAL ARTS

CONCORDIA UNIVERSITY - Faculty of Arts & Science. Looking for two tenure-track professors to teach seminars in Western Civilization and Culture. Please see our full-page display ad on this issue.

MANAGEMENT

SAINT MARY'S UNIVERSITY - The Department of Management. Saint Mary's University, Halifax, N.S., invites applications for a tenure track position in the field of Business Strategy and/or International Business. Minimum requirements include an earned doctorate, teaching experience, and an established research program. Business or legal experience is desirable. The position commences in January 2000, subject to budgetary approval. Salary commensurate with qualifications and experience.

and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University is committed to the principles of Employment Equity. Applications (including curriculum vitae, university transcripts, and letters of reference from three referees) should be sent to: Dr. John Charnard, Chair, Department of Management, Saint Mary's University, 923 Robie Street, Halifax, Nova Scotia B3H 3C3. Applications will be considered until the position is filled.

MANAGEMENT SCIENCE

UNIVERSITY OF TORONTO - The Division of Management at the University of Toronto at Scarborough is recruiting for a tenure track position at the Associate Professor level in Management Science. Duties include undergraduate teaching in second year statistics and in upper level management science, and research. Candidates should have a Ph.D. and a clearly established research agenda in management science, including a record of publications in well-regarded journals in the field of management science. The research record of a successful candidate must clearly meet the requirements for tenure at the University of Toronto. Candidates should also have experience in teaching at the university level, and evidence of teaching ability. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the University. Interested candidates should send a c.v., five recent published papers, evidence of teaching ability, and should have three referees send letters to Professor Sanford Dornis, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1B 1A4 (sdornis@utoronto.ca). Deadline for applications is Dec. 15, 1999. The position would begin on July 1, 2000, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada, but international candidates will also be considered. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MANAGERIAL ECONOMICS

UNIVERSITY OF TORONTO - Managerial Economics. The Division of Management at the University of Toronto at Scarborough is recruiting for two tenure track positions in Managerial Economics, both rank open. Duties include undergraduate teaching in managerial economics at the University of Toronto at Scarborough, MBA teaching in managerial economics at the Joseph R. Rotman School of Management on the St. George campus, and research. Candidates should

have a Ph.D. or equivalent, with evidence of excellence in research and teaching. Candidates should have a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the University. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Michael Krashinsky, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1B 1A4 (krashinsky@utoronto.ca). Deadline for applications is Dec. 15, 1999. The position would begin on July 1, 2000. In accordance with Canadian immigration requirements, the search is directed to Canadian citizens and permanent residents of Canada. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

MARKETING

SAINT MARY'S UNIVERSITY - The Department of Marketing. Saint Mary's University, invites applications for a tenure track appointment in teaching at the university level, and evidence of teaching ability. Candidates should have a Ph.D. or AED pending completion. Preference will be given to applicants with teaching and research interests in International Marketing. The Frank H. Sobey Faculty of Commerce has the largest undergraduate and MBA programs in Atlantic Canada, as well as an Executive MBA program and a variety of certificate and executive training programs. In addition, the University Senate has recently approved a Ph.D. program. The University also operates a Business Development Centre and has a viable International Activities Office. The applicant should arrange for the application and three (3) letters of reference to be sent directly to Dr. Chawkin Kim, Department of Marketing, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, or by fax: (902) 460-5112. Saint Mary's University is committed to the principles of Employment Equity.

MATHEMATICS

UNIVERSITY OF TORONTO - Tenure-Stream Appointment. Algebra, Number Theory and Geometry. The University of Toronto solicits applications for a tenure-stream appointment in the fields of Algebra, Number Theory and Geometry. Preference will be given to researchers in arithmetic geometry. The appointment is at the downtown (St. George) campus at the level of Assistant Professor to begin July 1, 2000. Candidates are expected to have demonstrated excellence in both teaching and research after the Ph.D.; in particular, a candidate's research record should show clearly the ability to make significant original contributions.



Department of Electrical & Computer Engineering
University of Toronto

Faculty Positions Available

The Department of Electrical and Computer Engineering at the University of Toronto offers an excellent environment for research and education at the graduate and undergraduate levels, and consistently ranks among the top 10 departments in its field in North America.

The Department is proud to announce the Jeff Skoll Endowment and the establishment of two new Endowed Chairs, one in Software Engineering and one in Computer Networks and Innovation. The Faculty of Applied Science and Engineering and the Rotman School of Management are also jointly introducing the Jeff Skoll B.A.Sc./MBA program, which enables students to combine an MBA degree with their engineering degree.

The Department is undergoing a major expansion and is inviting applications for faculty positions as described below.

Endowed Chair in Software Engineering Endowed Chair in Computer Networks & Innovation

The mandate of the Chairs is to provide leadership in building a first-class academic environment for research and teaching in their respective fields, and in promoting entrepreneurship and business skills among students. Applications are invited from individuals with an outstanding record of research and who have a strong interest in and commitment to teaching at the undergraduate and graduate levels. The Software Engineering Chair is open to all areas of research in software, including but not limited to software engineering, system software, database, compilers, and distributed systems. Areas of interest for the Networks Chair include all aspects of communications networks, architecture, management, protocols, switching, and applications.

Assistant Professor Positions in Software

As part of the Department's expansion, computer software is one of the areas targeted for substantial growth. Applications are invited for tenure-stream Assistant Professor positions in all aspects of computer software, including software engineering, operating systems, compilers, databases, and mobile computing. Experience in designing, building, and testing large software systems will be a definite asset.

Assistant Professor Positions in Architecture & Hardware & Systems

Applications are also invited for tenure-stream Assistant Professor positions in all other areas of computer engineering, including but not limited to architecture, distributed systems, embedded systems, VLSI systems, and multimedia.

The ECE Department attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on the departmental web page www.ece.utoronto.ca.

All positions involve research and teaching at the undergraduate and graduate levels. A Ph.D. degree is required, normally in electrical engineering, computer engineering, or computer science.

Applicants should send a curriculum vitae and a list of at least three references to Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The search will continue until the positions are filled. To ensure consideration, please respond by November 30, 1999.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.



Department of Physics
University of Toronto

Assistant Professor Experimental Nonlinear or Biological Physics

The Department of Physics will make a tenure track appointment at the rank of Assistant Professor with an expected starting date of 1 July 2000. An appointment at a higher rank may also be considered.

We seek candidates with a Ph.D. in Physics, with proven or potential excellence in both research and teaching. Our goal is to find a candidate with a strong experimental background and an innovative, interdisciplinary outlook. We are interested in the general area of physics far from equilibrium: nonlinear physics (e.g. pattern formation, granular media, fracture) or biological physics (e.g. DNA dynamics, chemotaxis). We also invite outstanding candidates working in related areas of experimental soft condensed matter physics to apply. Salary will be commensurate with qualifications and experience.

Applications, including a curriculum vitae, a summary of proposed research and three letters of reference should be sent to:

Professor Pekka Sinervo
Chair, Department of Physics
University of Toronto
60 St. George Street
Toronto, Ontario M5S 1A7
Canada

The deadline for the receipt of applications and letters of recommendation is 30 November 1999. We urge prospective candidates to visit our home page at <http://www.physics.utoronto.ca/>.

The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

L'Institut d'études de l'art canadien de l'Université Concordia annonce la dotation de la chaire Gail et Stephen A. Jarislowsky en art canadien

Le nouvel Institut d'études de l'art canadien sollicite des candidatures pour assurer la direction de la chaire Gail et Stephen A. Jarislowsky en art canadien. La personne titulaire sera choisie parmi les éminents spécialistes de la culture visuelle canadienne et possèdera un solide dossier d'enseignement et de recherche. Elle sera chargée de lancer des initiatives de recherche visant à promouvoir la connaissance de l'histoire de l'art canadien d'autrefois et d'aujourd'hui. Elle s'engagera dans un dialogue permanent avec les établissements d'enseignement et de culture et les musées qui se consacrent à l'étude des arts visuels du Canada. Son mandat consistera également à établir des priorités et des objectifs de recherche qui facilitent toute une gamme d'activités reflétant la diversité de la communauté artistique du Canada.

L'Institut et ses fellows, en provenance de toutes les parties du pays, soutiendront des projets de recherche (publication de monographies, de revues et d'instruments de recherche) qui portent sur l'art canadien afin d'en élargir la compréhension à tous les paliers de la société. En outre, l'Institut encouragera fortement l'utilisation des technologies fondées sur l'informatique et sur l'image, notamment la vidéo, le film, Internet et le céderon. Il cherchera à collaborer avec d'autres établissements d'enseignement et de culture et avec les entreprises privées, au Canada et à l'étranger.

L'Institut se rattache au Département d'histoire de l'art de la Faculté des beaux-arts de l'Université Concordia. Le Département s'est acquis une renommée internationale pour ses qualités d'innovation en enseignement et en recherche aux 1^{er}, 2^e et 3^e cycles (BFA, MA et PhD en histoire de l'art).

Il s'agit d'un mandat d'une durée normale de cinq ans, qui débute le 1^{er} janvier 2000. Le Département évoluant au sein d'une communauté bilingue, la maîtrise de l'anglais et du français est nécessaire. Prière de soumettre un curriculum vitae complet, un résumé d'une page de ses expériences en enseignement, en recherche et en administration ainsi que les noms et adresses de trois personnes susceptibles de fournir des références, au plus tard le 15 novembre 1999, à l'attention de : M^{me} Loren Lerner, PhD, Comité consultatif de recrutement de la Chaire Gail et Stephen A. Jarislowsky en art canadien, Département d'histoire de l'art, VA 432, Université Concordia, 1455, boul. de Maisonneuve Ouest, Montréal (Québec) H3G 1M8.

Conformément aux exigences canadiennes en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université souscrit au principe de l'équité en matière d'emploi et encourage les candidatures provenant des femmes, des autochtones, des minorités visibles et des personnes handicapées.



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CAREERS SECTION - SECTION DES CARRIÈRES

nal and independent contributions to Mathematics. Salary commensurate with experience. Applicants should send their complete CV, including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: <http://www.math.toronto.edu/job/>. To ensure full consideration, this information should be received by December 1, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - Tenure-Stream Appointment in Applied Mathematics. The Department of Mathematics, University of Toronto solicits applications for a tenure-stream appointment for a mathematician working in the area of Applied Mathematics. The appointment is at the Assistant Professor level. The position is located at the University of Toronto, Scarborough or Etobicoke campus, to begin July 1, 2000. Candidates are expected to have demonstrated excellence in both teaching and research after the Ph.D., in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Salary commensurate with experience. Applicants should send their complete CV, including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: <http://www.math.toronto.edu/job/>. To ensure full consideration, this information should be received by December 1, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - Limited Term Assistant Professorship. The Department of Mathematics, University of Toronto solicits applications for a limited term Assistant Professorship which may be subject to budgetary approval, become available at the St. George (downtown), Scarborough or Etobicoke campus, for a period of one to three years, beginning July 1, 2000. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salaries commensurate with qualifications. Applicants should send their complete CV, including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: <http://www.math.toronto.edu/job/>. To ensure full consideration, this information should be received by December 1, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

UNIVERSITY OF TORONTO - Tenure-Stream Appointment in Mathematics. The Physics Sciences Division, University of Toronto at Scarborough invites applications for a tenure-stream appointment in Mathematics. Reference will be given to candidates with interests in the areas of Analysis or Applied Mathematics. The appointment will be at the level of Assistant Professor, effective on or after July 1, 2000. The successful candidate will be co-appointed to the graduate Department of Mathematics, University of Toronto, on the Etobicoke (St. George) Campus. Candidates are expected to have demonstrated excellence in both teaching and research after the Ph.D.; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to mathematics. Salary commensurate with experience. Applicants should send their complete CV, including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our World Wide Web Employment Opportunities page: <http://www.math.toronto.edu/job/>. To ensure full consideration, this information should be received by December 1, 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

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Dean, Faculty of Law University of Windsor

A medium-sized university with a solid reputation in teaching and research, the University of Windsor offers the "degree that works", an innovative and student-focused approach which prepares its graduates for the challenges of tomorrow. It is Canada's southernmost university and its international location provides unique cultural, recreational, and educational opportunities for faculty and students. Information about the University of Windsor and its programs may be found at: <http://www.uwindsor.ca>.

The University of Windsor invites applications for the position of Dean, Faculty of Law.

The Faculty of Law, with 440 students and 21 faculty, is characterized by innovation and responsiveness. The Faculty emphasizes two themes in its admissions, programs and research: "Access to Justice" and "Canadian American Legal Issues". The Faculty offers the LL.B. degree and a joint M.B.A./LL.B. program in cooperation with the Faculty of Business Administration. Students have opportunities to participate in several clinical programs, to take courses through the Intellectual Property Law Institute (jointly with Wayne State University and the University of Detroit Mercy) and to study at the University of Detroit Mercy.

The successful candidate will have a demonstrated record of professional achievement in his or her area

of specialization and the capacity to provide academic and administrative leadership for the Faculty within the University and the wider community. Applicants should have an understanding of academic environments and the ability and motivation to enhance the stature of the Faculty.

The initial appointment is for five years and is renewable for a second term. A complete position description and additional information about the Faculty of Law are available at: <http://www.uwindsor.ca/faculty/law>.

Written nominations or applications for the position, accompanied in the latter case by a letter of application, a full curriculum vitae and the names of three referees, should be submitted to the address shown below. To ensure consideration, applications and nominations should be received by November 19, 1999. The search will continue until the position is filled.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 100
Toronto, Ontario M5R 2J9

Fax: (416) 923-8311

Janet Wright & Associates Inc.

University of Ottawa
Institute of Women's Studies

Bank of Montreal Visiting Scholar in Women's Studies

The Institute of Women's Studies at the University of Ottawa is inviting applications for its Bank of Montreal Visiting Scholar in Women's Studies for 2000-2001. The duration of the Visiting Scholar's stay should be from three (3) to six (6) months. It shall be conducted during the university's academic year, which runs from September to April. The recipient will receive \$3,000 to cover the research expenses incurred during her/his stay. Preference will be given to candidates whose research project will call for the use of the Archives of the Canadian Women's Movement, located at the University of Ottawa Morrissey Library. The Visiting Scholar will act as a resource person on behalf of the Institute of Women's Studies and will present her/his ongoing research project in conferences and seminars. She will be expected to plan these activities with the Selection Committee at the beginning of her/his stay.

The Institute of Women's Studies invites applications from Canadian and non-Canadian scholars, both tenured and untenured faculty, and from post-doctoral, independent scholars who are pursuing critical research. Individuals currently linked to the field of Women's Studies pursuing a university degree are not eligible.

The Visiting Scholar will have access to library services, a shared phone and computer facilities.

Applications should include a curriculum vitae, a detailed statement of the research project, copies of recent publications, the dates of the proposed stay at the University of Ottawa and the names of two referees. Please forward to Selection Committee, Bank of Montreal Visiting Scholar in Women's Studies, Institute of Women's Studies, University of Ottawa, 143 Séraphin Martin, P.O. Box 450, Station A, Ottawa, Ontario, K1N 6N5 Canada. Telephone: (613) 562-5791; Fax: (613) 562-5994; email: womenst@uottawa.ca. The closing date for submitting applications is December 31st, 1999.



Université d'Ottawa
L'Institut d'Études des femmes

Chercheuse invitée de la Banque de Montréal en Études des femmes

L'Institut d'Études des femmes de l'Université d'Ottawa sollicite des candidatures pour le poste de Chercheuse invitée de la Banque de Montréal en Études des femmes pour 2000-2001. La durée du séjour sera de trois (3) à six (6) mois. La Chercheuse invitée devra effectuer son séjour durant l'année académique, qui va de septembre à avril. Le bénéficiaire recevra un montant de 3 000 \$ pour les dépenses liées à son projet de recherche durant son séjour. La préférence ira aux candidates dont le projet de recherche entraînera l'utilisation des Archives du mouvement canadien des femmes, situées à la Bibliothèque Morisset de l'Université d'Ottawa. La Chercheuse invitée agira comme personne ressource à l'Institut d'Études des femmes et présentera ses travaux dans le cadre de conférences et de séminaires. Elle devra planifier ses activités de concert avec le Comité de sélection au début de son séjour. Les chercheuses (canadiennes) et non-canadiennes, les professeur(e)s permanent(e)s et non-permanent(e)s, ainsi que les chercheuses (jeunes) autonomes et inscrites au post-doctorat qui poursuivent des recherches liées au domaine des Études des femmes peuvent soumettre leur candidature. Les personnes poursuivant des études universitaires ne sont pas éligibles. La Chercheuse invitée aura accès aux bibliothèques universitaires et au partage d'un téléphone et d'un ordinateur.

Les candidates (et) sont priées de soumettre leur curriculum vitae, un projet de recherche détaillé, des copies de leurs récentes publications, les dates prévues de leur séjour à l'Université d'Ottawa, ainsi que les noms de deux répondants (e)s. Faire parvenir au : Comité de sélection, Chercheuse invitée de la Banque de Montréal en Études des femmes, Institut d'Études des femmes, Université d'Ottawa, 143 Séraphin Martin, C.P. 450, Succursale A, Ottawa, Ontario, K1N 6N5 Canada. Téléphone: (613) 562-5791; Télécopieur: (613) 562-5994; courriel électronique: efem@uottawa.ca. La date de clôture pour soumettre les candidatures est le 31 décembre 1999.

MATHEMATICS & STATISTICS

McGILL UNIVERSITY - The Department of Mathematics and Statistics at McGill University invites applications for a tenure track position in statistics at the assistant professor level. A Ph.D. degree in statistical science is essential. Preferred areas of specialization are computational statistics, single survey and time series analysis, although not exclusively so. Preference will be given to applicants with a strong theoretical background in statistics, whose work is driven by applications. The appointment is to begin on or after July 1, 2000. Applicants are expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the research interests of the Department and to educational programs at both the undergraduate and graduate levels. Applications with a curriculum vitae, a list of publications, a research proposal, an account of teaching experience and the names, phone numbers and e-mail addresses of at least four referees (with one addressing the teaching record) should be sent to: Professor K. Gowrisankaran, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. Candidates must arrange to have their letter of recommendation sent directly to the above address. Candidates are also encouraged to include copies of up to 3 selected publications with their application. To ensure full consideration, applications must be received by November 30, 1999, although the search will continue until the position is filled. Candidates must arrange for three letters of recommendation to be sent directly to the address shown above. Send your application to: Professor K. Gowrisankaran, Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6. Email: kgo@math.mcgill.ca. McGill University is committed to equity in employment and in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.



Communications

On the edge and leading the way
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic, life and quality learning experience.

The Faculty of General Studies invites applications for two tenure-track positions in Communications at the Assistant or Associate level, beginning 1 July 2000.

Research and teaching interests in one or more of the following areas is required: media studies; film and cultural studies; history of communications; social context of ICT; multimedia and professional communications; communications law and policy; international communications; communications research methods. Academic interests relevant to other Faculty programs are important: the Faculty of General Studies is an interdisciplinary Faculty that offers degree programs in a number of fields such as Canadian Studies; Women's Studies; Law and Society; Science, Technology and Society; and Development Studies, among others. The Faculty has a highly successful program in Communications Studies, with 200 undergraduate Majors and 70 Master of Arts and Master of Communications Studies students. A PhD is required, preferably in Communications, as well as a record of outstanding teaching and scholarship.

Applications including a curriculum vitae and the names and addresses of three referees should be sent by 1 December 1999 to: Dr. Kathleen Scherf, Dean, Faculty of General Studies, University of Calgary, 2500 University Drive NW, Calgary, Alberta, Canada T2N 1N4

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

CAREERS SECTION • SECTION DES CARRIÈRES

UNIVERSITÉ MCGILL — Le département de mathématiques et statistique de l'Université McGill est à la recherche d'un(e) consultant(e) pour un nouveau service de consultation statistique (SCS). Dans un premier temps, le poste est prévu pour une période de trois ans. L'entrée en fonction est prévue le 1er janvier 2000. Titre: Chargé de consultation statistique. S'occupe, avec un autre consultant du Centre de calcul de McGill, de l'exploitation quotidienne du service de consultation statistique (SCS), sous la supervision du directeur du service. Assure les sources d'information sur le campus des services offerts par le SCS. Offrir des consultations aux professeurs et étudiants et effectuer des analyses statistiques, rédiger des rapports et collaborer à la rédaction des demandes de subvention et autres papiers de recherche. Administrer la facturation des services. Donner au moins un cours de statistique de 1er cycle par an. Participer à l'organisation d'un cours de consultation statistique au niveau des 2e et 3e cycles. Aider les étudiants de 2e et 3e cycles en statistique dans leur thèse ou projet, au baccalauréat. Assister à l'occasion des ateliers sur les logiciels et les statistiques appliquées. Lire les publications sur la statistique, participer à des conférences scientifiques de manière à pouvoir offrir des conseils à l'ensemble de la clientèle. Qualifications: Maîtrise en statistique est impérative. Au moins deux ans d'expérience dans un poste de statisticien appliqué ou d'analyste de données. Connaissance des logiciels statistiques standards, des méthodes multivariées et univariées paramétriques et non paramétriques. La connaissance de la méthode des séries chronologiques est un atout. Bon sens de la communication orale et écrite et des relations interpersonnelles. Date limite: Veuillez faire parvenir votre candidature avant le 1er novembre 1999. L'admission est pour une période de trois ans. Les candidats doivent décrire à trois recommandations de leur lettres de recommandation directement à l'adresse ci-dessous. Veuillez faire parvenir votre candidature à: Professeur K. Gowrisankaran, Directeur, Département de mathématiques et statistique, Université McGill, 805, rue Sherbrooke ouest, Montréal (Québec) Canada H3A 2K4. Courriel: kgowris@mcgill.ca. L'Université McGill accorde à l'équité en matière d'emploi et, conformément à la législation canadienne en matière d'emploi, elle accorde la priorité aux citoyens canadiens et aux résidents permanents du Canada.

METEOROLOGY

UNIVERSITY OF MANITOBA — The Department of Soil Science, University of Manitoba invites applications for a full-time tenure track position in agro-meteorology at the rank of Assistant Professor. The position, subject to final budgetary approval, will commence January 3, 2000 or as soon as possible thereafter. A PhD degree with specialization in agro-meteorology or meteorology is required. Applicants should have expertise in soil-plant-atmosphere interactions including energy and mass exchanges at the earth's surface and climates of vegetative surfaces. Post-doctoral experience is preferred. The successful candidate will be required to: (1) teach undergraduate and graduate courses in agro-meteorology and related areas, (2) develop an active research program in his/her area of specialization and (3) supervise postgraduate students. The Faculty of Agricultural and Food Sciences encourages staff to initiate and/or participate in interdisciplinary research and teaching. The candidate will be expected to establish collaborative research related to areas such as precision agriculture and effects of weather on agricultural pests and production systems. The candidate will also be expected to participate in outreach and service. Salary will be commensurate with qualifications and experience. The salary range for the Assistant Professor level is currently \$41,600 - \$62,765 per annum. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, has a strong focus on experience and research. Send applications with a detailed curriculum vitae including a summary of teaching curriculum and interests, present and future research interests, academic transcripts, and names of three referees by November 30, 1999 to: Dr. G.J. Racz, Department of Meteorology, Faculty of Agricultural and Food Sciences, The University of Manitoba, 324 6th Building, Winnipeg, Manitoba, R3T 2N2, P.O. Box 474-6036, Fax: (204) 474-7642; e-mail: raczgjm@cc.umanitoba.ca

MICROBIOLOGY & IMMUNOLOGY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Microbiology and Immunology has a vacancy for an experienced research Associate. Required for studies into the molecular mechanisms that regulate the function of cell adhesion molecules. In particular, the area of research includes the regulation of the cell adhesion molecule, CD55 which is implicated in leukocyte-endothelial cell adhesion. The successful applicant should have a PhD in Immunology and related field and several years of post-doctoral experience in the field of cell adhesion and cell adhesion molecules. The applicant should have extensive experience and be familiar with techniques in molecular and cell biology, biochemistry and immunology. The applicant should have demonstrated their research potential and be able to work quite independently. The position is for one year and will commence on November 1, 1999. Applications close October 15 and your resume, together with name and address of three referees should be sent as soon as possible to: Dr. P. Johnson, Department of Microbiology and Immunology, #300-6174 University Blvd., Vancouver, BC V6T 1Z3. UBC hires on the basis of merit and is committed to employment equity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF BRITISH COLUMBIA — The Department of Microbiology and Immunology has a vacancy for an experienced research Associate. Required for studies into the molecular mechanisms that regulate the function of cell adhesion molecules. In particular, the area of research includes the regulation of the cell adhesion molecule, CD55 which is implicated in leukocyte-endothelial cell adhesion. The successful applicant should have a PhD in Immunology and related field and several years of post-doctoral experience in the field of cell adhesion and cell adhesion molecules. The applicant should have extensive experience and be familiar with techniques in molecular and cell biology, biochemistry and immunology. The applicant should have demonstrated their research potential and be able to work quite independently. The position is for one year and will commence on November 1, 1999. Applications close October 15 and your resume, together with name and address of three referees should be sent as soon as possible to: Dr. P. Johnson, Department of Microbiology and Immunology, #300-6174 University Blvd., Vancouver, BC V6T 1Z3. UBC hires on the basis of merit and is committed to employment equity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

MOLECULAR BIOLOGY

LONDON REGIONAL CANCER CENTRE — The Cancer Research Laboratories of the London Regional Cancer Centre in London, Ontario (R374) view focus on cancer research. The successful candidate will be required to: (1) teach undergraduate and graduate courses in molecular biology and related areas, (2) develop an active research program in his/her area of specialization and (3) supervise postgraduate students. The Faculty of Agricultural and Food Sciences encourages staff to initiate and/or participate in interdisciplinary research and teaching. The candidate will be expected to establish collaborative research related to areas such as precision agriculture and effects of weather on agricultural pests and production systems. The candidate will also be expected to participate in outreach and service. Salary will be commensurate with qualifications and experience. The salary range for the Assistant Professor level is currently \$41,600 - \$62,765 per annum. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, has a strong focus on experience and research. Send applications with a detailed curriculum vitae including a summary of teaching curriculum and interests, present and future research interests, academic transcripts, and names of three referees by November 30, 1999 to: Dr. G.J. Racz, Department of Meteorology, Faculty of Agricultural and Food Sciences, The University of Manitoba, 324 6th Building, Winnipeg, Manitoba, R3T 2N2, P.O. Box 474-6036, Fax: (204) 474-7642; e-mail: raczgjm@cc.umanitoba.ca

NEUROSCIENCE

UNIVERSITY OF BRITISH COLUMBIA — Neuroscientist. CORD (Cellular and Molecular Biology) is seeking an outstanding candidate (holding a Ph.D. or M.D.) with experience in Vertebrate CNS Regeneration for a tenure track appointment at the starting Assistant Professor level to begin January 1, 2000. This position is offered through the support of the BC Neurosciences Fund and with the participation of the Departments of Surgery (Division of Neurosurgery) and Zoology at UBC. The salary will be commensurate with experience and the appointment is subject to final budgetary approval. We encourage applications from persons with a strong record of achievement in research and a strong commitment to teaching. The successful applicant should have a PhD in Neuroscience and related field and several years of post-doctoral experience in the field of cell adhesion and cell adhesion molecules. The applicant should have extensive experience and be familiar with techniques in molecular and cell biology, biochemistry and immunology. The applicant should have demonstrated their research potential and be able to work quite independently. The position is for one year and will commence on November 1, 1999. Applications close October 15 and your resume, together with name and address of three referees should be sent as soon as possible to: Dr. P. Johnson, Department of Microbiology and Immunology, #300-6174 University Blvd., Vancouver, BC V6T 1Z3. UBC hires on the basis of merit and is committed to employment equity. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

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NURSING

UNIVERSITY OF WINDSOR — Nursing. The University of Windsor invites applications for a tenure-track position in Human Resources and Adaptation to Alterations in Health, commencing July 1, 2000. For details please visit our website at: <http://www.uwindsor.ca/citypositions>. Dr. Elizabeth Harburg, Director, School of Nursing, University of Windsor, Windsor, ON, N9B 3P6. Phone: (519) 253-3000 ext. 2258; Fax: (519) 253-7084; e-mail: berlyh@uwindsor.ca

OPHTHALMOLOGY

UNIVERSITY OF BRITISH COLUMBIA — The Department of Ophthalmology at the University of British Columbia is recruiting a grant-tenure track ophthalmologist. Doctorate degree in Epidemiology/Biostatistics required. Experience in ocular epidemiology with strong emphasis on blindness in the developing world required. Field experience in Africa/Asia an advantage. Previous heading of an epidemiology group will be expected. Responsibilities will include initiating research programs in ocular epidemiology and outcome analysis, developing an international Eye Health Centre, program management and health care training experience. The successful candidate will be commensurate with qualifications and experience. This is a full-time Assistant Professor position. Curriculum vitae to: Professor J. Rootman, Department of Ophthalmology, University of British Columbia, Eye Care Centre, 2550 Willow Street, Vancouver, B.C. V5Z 3J3. Closing date for receipt of applications is October 20, 1999. Anticipated start date is December 1st, 1999. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada.

PEDIATRICS

UNIVERSITY OF BRITISH COLUMBIA AND CHILDREN'S WOMEN'S HEALTH CENTRE — Division Head and Medical Program Director. Pediatric Hematology/Oncology/Transplant Program. The Children's & Women's Health Centre of British Columbia and the Department of Pediatrics, University of British Columbia is seeking an academic pediatrician to provide leadership to the provincial hematology, oncology and bone marrow transplant program. Children's & Women's Health Centre is the only tertiary care children's hospital in the province of

British Columbia, serving a population of 4 million. The program provides bone marrow transplantation facilities for Western Canada and is an active participant in the Children's Cancer Study Group. The successful candidate will have speciality training in pediatric hematology/oncology and will be eligible for an academic appointment at the University of British Columbia. You will have demonstrated leadership skills in a position with similar responsibilities and will work to support and integrate the clinical and academic mandates. With strong linkages to the B.C. Cancer Agency and the excellent funding support of the Children's Hospital Foundation, you will have the opportunity to build an outstanding program providing innovative care and academic excellence. This is a full-time grant tenure track appointment. Salary and academic rank will be commensurate with experience and qualifications. The successful candidate will be expected to participate in the undergraduate, graduate and postgraduate teaching programs, and Departmental Committee work. Anticipated start date of this position will be January 1, 2000. Review of applications will commence immediately. Interested applicants should submit a letter and their curriculum vitae including a list of four references by October 31, 1999 to: Dr. Judith Hall, Head, Department of Pediatrics, Room 2D1 9, 4480 Oak Street, Vancouver, British Columbia, Canada V6H 3V4. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia and the Children's & Women's Health Centre of British Columbia hire on the basis of merit and are committed to employment equity. We encourage all qualified persons to apply.

PHILOSOPHY

UNIVERSITY OF TORONTO — The Department of Philosophy invites applications for a tenure-track position at the rank of Assistant Professor, to begin 1 July 2000. PhD and evidence of excellent teaching required. Area of specialization: bioethics. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario, M5S 1A1. Closing date for receipt of applications: 30 November 1999. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women or men, members of visible minorities, Aboriginal peoples, and persons with disabilities. This is an international search but in accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. **THE UNIVERSITY OF WATERLOO** Department of Philosophy invites applications for a tenure track position at the rank of Assistant Professor beginning September 1, 2000. Applicants must have a completed PhD in Philosophy, some teaching experience, and publications. The area of specialization is open and the area of competence is Epistemological/Political Philosophy. Duties include undergraduate course, plus some graduate teaching or supervision. The closing date for applications is December 31, 1999. Send curriculum vitae and arrange for three letters of reference to be sent to: Professor Richard Holmes, Chair, Department of Philosophy, University of

Chair, Department of Theatre

The Department of Theatre, Faculty of Fine Arts, at the University of Victoria invites applications for the position of Chair of the Department. Administrative experience, strong teaching and supervisory skills, and a solid performance background are essential. Advanced degrees are desirable but professional and artistic experience will also be weighed heavily. The position is being offered at the rank of Associate Professor.

The University of Victoria offers a BFA with majors in Acting, Directing, Design, Production/Management, and Theatre History, a MFA in Directing and Design, and an MA and PhD in Theatre History. Plans to expand the programme in Performance are under consideration. The Department boasts a state-of-the-art facility with a strong Faculty of Fine Arts, B.C. offers a thriving arts community, rich with theatre, music, dance and the visual arts.

The University of Victoria is committed to an employment equity programme and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples.

Candidates should send a letter of application and a CV to: Professor Ian McDougall, Acting Chair, Theatre Department, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2; Phone: (250) 721-7991; Fax: (250) 721-6596; Web: <http://kirkuk.uvic.ca/theatre>

Applicants should arrange for three letters of reference to be sent directly to the Acting Chair. Submission deadline, inclusive of letters of reference, is January 14, 2000

In accordance with Canadian Immigration requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment unless no suitable Canadian citizens or permanent residents apply.



EDUCATIONAL PSYCHOLOGY Faculty of Education

The Faculty of Education, Memorial University of Newfoundland, invites applications for a tenure track position in the area of Educational Psychology, with a specialization in Special Education commencing September 1, 2000.

Appointments are normally made at the Assistant Professor rank. Applicants should hold a doctoral degree and preference will be given to those with experience in educational settings. Applicants should possess expertise in the following areas: learning disabilities and special education assessment. Duties will include undergraduate and graduate teaching in educational psychology and the supervision of special education interns.

All positions carry a requirement to teach and to maintain an active program of research and development.

The closing date for receipt of applications is November 30, 1999.

Applications including curriculum vitae and the names of at least three referees should be submitted to:

Dr. Terry Piper, Dean
Faculty of Education
Memorial University of Newfoundland
St. John's, Newfoundland A1B 3X8
Telephone: (709) 737-8588
Fax: (709) 737-8637

Memorial University is one of the country's finest post-secondary teaching and research institutions and the largest university in Atlantic Canada. Committed to academic excellence, Memorial plays an integral role in the educational, business and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate opportunities to over 15,000 students, Memorial has established a learning environment of international distinction.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from women and members of visible minorities. Memorial University is committed to employment equity.

The Institute for Studies in Canadian Art, Concordia University announces the endowment of the Gail and Stephen A. Jarislowsky Chair in Canadian Art

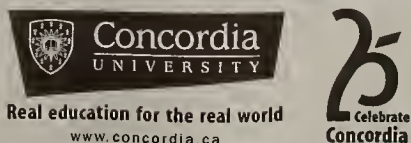
The new Institute for Studies in Canadian Art invites applications for a Director to serve as the Gail and Stephen A. Jarislowsky Chair in Canadian Art. The Director will be an outstanding senior scholar in Canadian visual culture with a strong record of teaching and research. The Director will establish research initiatives to promote scholarship in Canadian art history of the past and the present. In addition, the Director will engage in a broad and ongoing dialogue with educational, museum and cultural institutions dedicated to studies in the visual arts of Canada. As part of the mandate, the Director will develop research priorities and objectives to facilitate a range of activities appropriate to the diverse nature of the Canadian art community.

The Institute and its fellows, to be drawn from across the country, will support research projects on Canadian art in order to broaden its understanding at all levels of society. Such initiatives would include the publishing of monographs, journals and research instruments. The Institute will also strongly encourage projects utilizing electronic and image based technologies such as video, film, Internet, and CD formats. The Institute will seek to collaborate with other educational and cultural institutions as well as the private sector from both the national and international communities.

The Institute is situated within the Department of Art History of the Faculty of Fine Arts, Concordia University. Its program has achieved international recognition for its innovative education and research in art history with students in the BFA, MA in Art History, and PhD in Art History programs.

The Director's term is to commence January 1, 2000. The appointment is normally for a five-year term. As the Department of Art History functions within a bilingual community, fluency in English and French is required. Applicants should submit a full curriculum vitae, a one-page summary of academic, research and administrative experience, and the names and addresses of three potential referees. Application must be sent by November 15 to the attention of Dr. Loren Lerner, Advisory Search Committee for the Gail and Stephen A. Jarislowsky Chair in Canadian Art, Department of Art History, VA 432, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G1M8.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.



CAREERS SECTION • SECTION DES CARRIÈRES

Waterloo, 200 University Avenue, W. Waterloo, Ontario, N2L 3G1 (Fax: 519 746-3977). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds. For further enquiries, call (519) 885-1211, Ext. 2245 (e-mail: rholmes@uwaterloo.ca).

UNIVERSITY OF TORONTO at Mississauga, Erindale College - Philosophy. Assistant Professors are invited for a tenure-track position. Assistant Professors, University of Toronto, Erindale College, University of Toronto, Ph.D. and evidence of excellent teaching required. Areas of specialization open, including the following areas: continental philosophy and early modern philosophy. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Erindale Campus and graduate courses at the St. George Campus. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least 3 letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1. Appointment commences 1 July 2000. Applications arriving after 30 November 1999 may be too late. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. In accordance with the University's Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities.

SIMON FRASER UNIVERSITY - Department of Philosophy. Applications are invited for two tenure-track positions at the rank of Assistant Professor II in Area of Specialization, Value Theory (Ethics/Political Social Philosophy). Areas of

Competence: open, but history of modern philosophy, ancient philosophy, feminist theory, and those considered areas. Areas of Specialization: Philosophy of Science (philosophy of biology and/or philosophy of mind), history of modern philosophy considered assets. Although preference will be given to Canadian citizens and permanent residents, all applicants will receive serious consideration. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. SFU operates with a year-round trimester system, two teaching terms and one research. Teaching load is normally two courses per teaching term, plus supervisory and committee duties. The Department offers undergraduate major and honours programs as well as MA and PhD, including a joint PhD program with UBC. Salary dependent on qualifications, but likely to begin at approx. \$40,000 per benefits. Start Date: Sept. 1, 2000. Letters of application should include CV, samples of written work, teaching record (if any), and other relevant information. Applications should include three letters of reference. Deadline: November 15, 1999. These positions are subject to budgetary approval. Application should be sent to Chair, Department of Philosophy, Simon Fraser University, Burnaby, British Columbia, Canada V5A 1S6.

PHYSICAL ACTIVITY & SPORT STUDIES

THE UNIVERSITY OF WINNIPEG - The Physical Activity and Sport Studies program. University of Winnipeg, invites applications from qualified men and women for a continuing appointment at the instructor level. Subject to budgetary approval, this appointment is effective July 1, 2000. Salary commensurate with qualifications and experience. Priority consideration will be given to the area of Sport Administration. Demonstrated research experience in one or more of the additional areas in sport and physical ac-

tivity such as: Principles of Coaching, Introduction to Physical Activity and Sport, Exercise Physiology, Fitness and Lifestyle, Issues in Health is also desirable. Applicants must possess a Master's degree (in kinesiology, physical education, or related field) and have the ability to conduct research. The University of Winnipeg is an undergraduate institution, and our department has a strong commitment to teaching excellence. Our program in Physical Activity and Sport Studies serves Education students as well as Arts students pursuing Sport Studies master's. Students interested in sport administration can combine a major in Physical Activity and Sport Studies with a major in the Department of Administrative Studies. The program is consistent with Canadian immigration requirements, first preference must be given to Canadian citizens and permanent residents. The position is subject to budgetary approval. Please send a curriculum vitae, including three letters of reference to: End Brown, Coordinator, Physical Activity and Sport Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, fax 204-783-7666; e-mail: endbrown@uwinnipeg.ca.

PHYSICAL THERAPY

UNIVERSITY OF ALBERTA - Chair, Department of Physical Therapy. Applicants are invited for the position of Chair of the Department of Physical Therapy at the University of Alberta. The Department has an outstanding Physical Therapy Research Program. An entry-level BSc degree and an undergraduate degree in Physical Therapy. The Department also participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. Faculty members in the Department have a strong research background, funded by national, provincial and private agencies. Individual researchers have affiliations with the Rehabilitation Research Centre, the Neuroscience Division, and the Rick Hansen Centre (studies of spinal cord injured athletes). Within the Faculty of Rehabilitation Science, the Department is a leader in the study of Clinical Education conducts research and training workshops related to clinical supervision, and the Rehabilitation Research Centre is a focal point for multi-disciplinary basic and clinical research. Close working relationships exist with the Glenrose Rehabilitation Hospital. The Faculty is located in a building, which has been custom renovated for the sole use of the Faculty. Qualified candidates should be physical therapists with a doctoral degree, who have a proven background in university administration and demonstrated commitment to and record of scholarly activity in teaching and research. The successful candidate will be expected to lead the Department's strong academic program, to direct strategic planning and goal-directed initiatives within the University, and to establish the Department in professional activities locally, provincially, nationally and internationally. Rank and salary will be commensurate with qualifications. Applications should be sent to: Dr. M. Martin, D. Martin, Head, Department of Physical Therapy, University of Alberta, Edmonton, Alberta T6G 2G4. The position is available July 1, 2000. Applications will be created until position is filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3rd Floor, 100-10th Avenue, Edmonton, Alberta, Canada, T6G 2G4. Phone: (780) 493-5981, Fax: (780) 493-1625. E-mail: albertcook@ualberta.ca. The University of Alberta is an equal opportunity employer and will accept applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

PHYSICS
QUEEN'S UNIVERSITY - Engineering Physics. Applications are invited for two tenure-track positions at the Assistant Professor level. These positions are subject to budgetary approval. The preferred starting date is 1 July 2000. Applicants must have a Ph.D., or equivalent experience, and will be expected to acquire and maintain professional engineering registration in Canada. Appropriate industrial and teaching experience is desirable. The appointees will be expected to provide leadership in the Engineering Physics Program, establish a strong program of research and graduate student supervision and links to industry, and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience. The primary selection criteria will be the quality of the candidates as research scientists and as teachers. The position is open to all qualified individuals, including women and men, and is subject to budgetary approval. Please send a curriculum vitae, including three letters of reference to: End Brown, Coordinator, Physical Activity and Sport Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3B 2E9, fax 204-783-7666; e-mail: endbrown@uwinnipeg.ca.

PLANT AGRICULTURE

UNIVERSITY OF GUELPH - The Department of Plant Agriculture (Horticultural Research Institute of Ontario), University of Guelph, invites applications for a tenure-track position in the area of Plant Agriculture. The successful candidate will be a Ph.D. holder, a strong interest in applied research, and a strong interest in teaching. The successful candidate will be expected to develop a vigorous applied research program. Technology transfer responsibilities include working with government, industry, and non-profit organizations. Teaching responsibilities may include greenhouse vegetable production at the graduate and undergraduate and diploma levels. The successful applicant will have the opportunity to work in a multidisciplinary environment and will be expected to work closely with other academic and government scientists to develop an industry-responsive research program. This position is located at the Vineland Station Facility and is a full-time position. The successful applicant must have a Ph.D., or equivalent experience, and will be expected to acquire and maintain professional engineering registration in Canada. Appropriate industrial and teaching experience is desirable. The appointees will be expected to provide leadership in the Engineering Physics Program, establish a strong program of research and graduate student supervision and links to industry, and to participate in administrative duties. The salary offered will be commensurate with qualifications and experience. The primary selection criteria will be the quality of the candidates as research scientists and as teachers. The position is open to all qualified individuals, including women and men, and is subject to budgetary approval. Please send a curriculum vitae, including three letters of reference to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3rd Floor, 100-10th Avenue, Edmonton, Alberta, Canada, T6G 2G4. Phone: (780) 493-5981, Fax: (780) 493-1625. E-mail: albertcook@ualberta.ca.

POLITICAL SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Department of Political Science. Memorial University of Newfoundland seeks to fill a tenure-track position at the assistant professor level, to begin January 1, 2000. The person appointed would be expected to teach in at least one of the following areas: 1) political science research methods; or 2) international relations. Applicants should have a completed Ph.D. in the field of international relations and a strong record of teaching and scholarly research. In the case of exceptional candidates, the appointment may be made at the rank of associate professor. The successful candidate will be expected to lead the Department's strong academic program, to direct strategic planning and goal-directed initiatives within the University, and to establish the Department in professional activities locally, provincially, nationally and internationally. Rank and salary will be commensurate with qualifications. Applications should be sent to: Dr. M. Martin, D. Martin, Head, Department of Physical Therapy, University of Alberta, Edmonton, Alberta T6G 2G4. The position is available July 1, 2000. Applications will be created until position is filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3rd Floor, 100-10th Avenue, Edmonton, Alberta, Canada, T6G 2G4. Phone: (780) 493-5981, Fax: (780) 493-1625. E-mail: albertcook@ualberta.ca.

PSYCHOLOGY

CONCORDIA UNIVERSITY - Faculty of Arts & Science. Has up to six tenure-track positions available in the areas of Developmental Psychology, Clinical Psychology and Behavioural Neuroscience. Please see our full-page ad placed in this issue.
WILFRID LAURIER UNIVERSITY - The Psychology Department invites applications for a tenure-track position in the area of Developmental Psychology, beginning July 1, 2000, in any area of developmental psychology. The Department has a strong research tradition in the area and therefore will have a woman for this position, as allowed by the Special Program of the Ontario Human Rights Commission. Applicants should have a Ph.D. in Psychology, a strong record of research and teaching, and a strong interest in research and teaching. Applicants should send a curriculum vitae, a letter of application and three letters of reference to: Dr. Angela Smith, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada N2L 3G1 (e-mail: asmith@wlu.ca). We will accept applications until the position is filled. Thereafter until the position is filled, Applicants should also supply information concerning any research interests and teaching experience. Factors that may have affected their capacity to complete scholarly work, if appropriate. This advertisement is directed to the first instance to whom who are Canadian citizens and permanent residents.

UNIVERSITY OF WESTERN ONTARIO - The Department of Psychology invites applications for a tenure-track position in the area of Cognitive Psychology at the Assistant Professor level. Individuals with research interests in any area of Cognitive Psychology, including memory, language, computational modelling, concepts and categorization, cognitive development, or animal cognition are invited to apply. Duties will include teaching, research, and graduate and undergraduate student supervision. The 'Cognition Program' at the University of Western Ontario emphasizes a strong research tradition in research in the cognitive sciences, featuring close ties with researchers in artificial intelligence, cognitive neuroscience, and evolutionary psychology. Applicants should submit a curriculum vitae, a copy of representative publications and arrange to have three letters of reference. The successful candidate will be expected to lead the Department's strong academic program, to direct strategic planning and goal-directed initiatives within the University, and to establish the Department in professional activities locally, provincially, nationally and internationally. Rank and salary will be commensurate with qualifications. Applications should be sent to: Dr. M. Martin, D. Martin, Head, Department of Physical Therapy, University of Alberta, Edmonton, Alberta T6G 2G4. The position is available July 1, 2000. Applications will be created until position is filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3rd Floor, 100-10th Avenue, Edmonton, Alberta, Canada, T6G 2G4. Phone: (780) 493-5981, Fax: (780) 493-1625. E-mail: albertcook@ualberta.ca.

SIMON FRASER UNIVERSITY - The Department of Psychology at Simon Fraser University invites applications for a tenure-track position at the Assistant Professor level in a tenured-track position in the area of Clinical Psychology. A Ph.D. in clinical psychology from an APA or CPA approved program and eligibility for registration with the College of Psychologists of British Columbia are required. Applicants must have a strong record of research accomplishment and an active interest in contributing to the Department's research program. The Department is undergoing significant restructuring and will afford unique opportunities to the successful candidate. The appointments will be made on a full-time basis. The successful candidate will be expected to lead the Department's strong academic program, to direct strategic planning and goal-directed initiatives within the University, and to establish the Department in professional activities locally, provincially, nationally and internationally. Rank and salary will be commensurate with qualifications. Applications should be sent to: Dr. M. Martin, D. Martin, Head, Department of Physical Therapy, University of Alberta, Edmonton, Alberta T6G 2G4. The position is available July 1, 2000. Applications will be created until position is filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3rd Floor, 100-10th Avenue, Edmonton, Alberta, Canada, T6G 2G4. Phone: (780) 493-5981, Fax: (780) 493-1625. E-mail: albertcook@ualberta.ca.

Department of Zoology University of Toronto Comparative Vertebrate Endocrinologist

The Department of Zoology at the University of Toronto invites applications for a tenure-track position in comparative vertebrate endocrinology at either the Assistant or Associate Professor level, effective July 1, 2000. The successful candidate will be expected to develop a vigorous, externally funded research program, train graduate students, participate in departmental teaching at both the graduate and undergraduate levels and collaborate with colleagues in evolutionary biology, molecular biology, ecology and physiology. Applicants should submit a curriculum vitae, copies of up to four recent publications, a statement of present and projected research and teaching interests not to exceed three pages and arrange for three letters of reference to be forwarded by the closing date of 3 December, 1999.

Applications should be sent to Professor F. Michael Barrett, Chair, Comparative Vertebrate Endocrinology Search Committee, Department of Zoology, University of Toronto, 25 Harbord St., Toronto, ON M5S 3G5 CANADA.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages applications from qualified women or men including members of visible minorities, aboriginal persons and persons with disabilities.

1-0 PSYCHOLOGY

On the edge and leading the way.
The University of Calgary is a modern university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

The Department of Psychology invites applications for a tenure-track appointment at the Assistant Professor level in Industrial/Organizational Psychology, effective July 1, or September 1, 2000.

Responsibilities: Maintain a productive research program, teach in the department's graduate and undergraduate programs, supervise graduate students, and contribute to university service activities.

Qualifications: Ph.D. in Psychology or equivalent, evidence of effective teaching and a demonstrated ability to conduct research in industrial-organizational psychology. Teaching experience in research design and quantitative methods is an asset. The appointment is with the University of Calgary, but the successful candidate will be expected to teach some University of Calgary courses at the Red Deer College campus, located in Red Deer, Alberta.

Applications, including a statement of interest, curriculum vitae, recent representative works, and three letters of reference, should be sent by January 31, 2000, to:

Dr. Theresa Kline, Search Committee Chair,
Department of Psychology, University of Calgary,
2500 University Drive NW, Calgary, Alberta, T2N 1N4.
Tel: (403) 220-3469
Fax: (403) 282-8249
e-mail address: babblitt@ucalgary.ca

The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Department of Electrical & Computer Engineering University of Toronto Faculty Positions Available

The Department of Electrical and Computer Engineering at the University of Toronto offers an excellent environment for research and education at the graduate and undergraduate levels, and consistently ranks among the top 10 departments in its field in North America.

The Department is proud to announce the Jeff Skoll Endowment and the establishment of two new Endowed Chairs, one in Computer Networks and Innovation and one in Software Engineering. The Faculty of Applied Science and Engineering and the Rotman School of Management are also jointly introducing the Jeff Skoll B.A.Sc./M.B.A. program which enables students to combine an MBA degree with their engineering degree.

The Department is undergoing a major expansion and is inviting applications for faculty positions as described below.

Endowed Chair in Computer Networks & Innovation

The mandate of the Chair is to provide leadership in building a first-class academic environment for research and teaching in their respective fields, and in promoting entrepreneurship and business skills among students. Applications are invited from individuals with an outstanding record of research and who have a strong interest in and commitment to teaching at the undergraduate and graduate levels. Areas of interest for the Networks Chair include all aspects of communications networks, architecture, management, protocols, switching, and applications. The Software Engineering Chair is open to all areas of research in software, including but not limited to software engineering, system software, database, compilers, and distributed systems.

Assistant Professor Positions in Communications Networks
Applications are invited for tenure-stream Assistant Professor positions in all aspects of wired, wireless and optical communications networks. Including architecture, protocols, network software, management, applications, and multimedia.

The ECE Department attracts outstanding students, has excellent research facilities, and is ideally located in the middle of a vibrant metropolitan city. Additional information can be found on the departmental web page www.ece.toronto.edu.

All positions involve research and teaching at the undergraduate and graduate levels. A Ph.D. degree is required, normally in electrical engineering, computer engineering, or computer science. Applicants should send a curriculum vitae and a list of at least three references to: Professor Safwat G. Zaky, Chair, Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, M5S 3G4, Canada. The search will continue until the positions are filled. To ensure consideration, please respond by November 30, 1999.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from women, visible minorities, aboriginal people and physically challenged persons.

CAREERS SECTION - SECTION DES CARRIÈRES

ity, the potential for interdisciplinary collaboration, and with Departmental needs. Further information about these positions can be obtained from: www.psych.ualberta.ca/immig. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The applicant should send a curriculum vitae, a statement of current and future research plans, recent publications, and a letter to have at least three letters of reference forwarded to: Dr. Barry Gach, Chair, Department of Psychology, 7220 Biological Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. Applications for this competition should be received by December 1, 1999. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF GUELPH - The Department of Psychology, University of Guelph has a vacancy for a tenure track appointment as the Assistant Professor level in Cognitive Neuroscience (Cognition or Perception). The appointee will contribute to undergraduate teaching in the areas of perception and cognition and to undergraduate or graduate teaching in the areas of research design and measurement of statistics and neuropsychology. While the primary focus of the teaching will be at the undergraduate level, opportunities exist for graduate supervision and teaching in the MA General and Experimental

program and possibly in the PhD Applied Developmental program. We are seeking a candidate with a strong commitment to scholarly research who has established an active research program. We particularly encourage applicants with research interests in the areas of higher cognitive processes and/or applied perception and cognition. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified Aboriginal Canadians, persons with disabilities, members of visible minorities and women. Candidates should send a vitae and arrange for at least three letters of reference to be sent to: Dr. Michael L. Matthews, Chair, Department of Psychology, University of Guelph, Guelph, Ontario, Canada, N1H 2W1. Closing date for applications and supporting materials: September 30, 1999. This appointment is subject to final budget approval.

PSYCHOLOGY & NEUROSCIENCE

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Science, Department of Psychology and Neuroscience. Two Assistant Professors: one probationary (tenure-track) and one three-year term both in the areas of Psychology and Neuroscience. A Ph.D. at or near completion is required. We are actively seeking individuals with a strong natural science background and a strong interest in research. The successful candidate will be expected to teach and supervise students in the areas of neuroscience, cognitive science, development,

and evolutionary psychology. All stressing a biopsychological approach to issues of brain and behaviour. Preference is for candidates with strong research and teaching experience. Successful candidates will be expected to secure external funding to maintain an active research program. The University applies to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains. Lethbridge offers a sunny, dry climate with excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses its excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is an expansion phase and, among other projects, is building a \$37 million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.ualberta.ca.

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Science, Department of Psychology and Neuroscience. This advertisement is directed to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations and published research papers or a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for the material and three letters of reference to be sent to: Dr. John V. Gach, Department of Psychology and Neuroscience, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2225, Fax: (403) 329-2555, or E-mail: web@lethbridge.ualberta.ca. The closing date for applications is November 30, 1999.

PURE MATHEMATICS

UNIVERSITY OF WATERLOO - The Department of Pure Mathematics at the University of Waterloo expects one or more tenure-track positions starting July 1, 2000. For one position, the Department is particularly interested in candidates whose research interests are related to Algebra or Number Theory, including their computational aspects. However, candidates in any area of Pure Mathematics will be considered. In addition to be considered for a position, a Ph.D. is required. Postdoctoral experience is preferred. An appointment will be offered only to candidates with very strong research and teaching qualifications. The closing date for receipt of applications is January 14, 2000. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

tion requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This position is subject to the availability of funds. Please send applications to: Dr. B. Forest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, N2L 2G1. Canada. The department's web page is at http://math.uwaterloo.ca/PM_Depthompage.html.

REGISTRAR

THE UNIVERSITY OF REGINA - Registrar. The University of Regina is a mature institution with 12,000 students and 1,000 faculty and staff with an annual operating budget of \$39 million. The University offers degree programs in eight faculties: Administration, Arts, Education, Engineering, Fine Arts, Physical Activities Studies, Science, and Social Work. Two schools (Human Justice and Journalism) and University Extension. Reporting to the Associate Vice President (Student Services), this is a senior position responsible for a staff of 25 dedicated to the efficient operation of registrarial duties including admissions, registration and scheduling, exams, convocation, policy development and the Banner Student System. Applicants must have a University degree, a minimum of five years' experience in a senior position in a university setting, and be able to articulate a vision for the Registrar's Office. Applicants are invited to submit a curriculum vitae and letters of reference to the Search Committee Registrar, President's Office, University of Regina, Saskatchewan, S4S 0A2. Closing date for applications is October 15, 1999. The University of Regina is committed to Employment Equity.

RENEWABLE RESOURCES

UNIVERSITY OF ALBERTA - The Department of Renewable Resources, Faculty of Agriculture, Forestry, and Home Economics, University of Alberta, seeks to fill an Assistant Professor, tenure track, teaching and research position in the area of forest engineering and operations or wood science and utilization. Applicants must have a Ph.D. in the relevant discipline and should have at least one degree in forestry. Preference will be given to someone with strong analytical skills and experience in one or both of the subject areas. The Faculty emphasizes excellence in teaching; evidence of prior teaching experience, novel approaches and interest in alternative teaching methods are desirable. Teaching responsibilities include undergraduate courses in forest harvesting and operations or wood science and utilization for students in forestry and environmental and conservation sciences. The successful applicant is expected to develop an externally funded research program. Leadership is expected from the candidate for development of collaborative research.

teach, teaching and technology transfer activities both within the University and with partners in industry and government. Position available January 1, 2000. The assistant professor salary range is \$39,232 to \$55,526. The Selection Committee will begin selection on October 31, 1999. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, outlining research, teaching, and technology transfer interests, a curriculum vitae, and a teaching dossier, and names of three referees should be sent to: Chair, Department of Renewable Resources, University of Alberta, Edmonton, Alberta, T6G 2H1. Additional information about the Department of Renewable Resources, the Forestry program and the Environmental and Conservation Sciences program is available on the Department web page at www.ualberta.ca. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

UNIVERSITY OF LETHBRIDGE - Faculty of Arts and Science, Department of Sociology. Two Assistant Professors: probationary (tenure-track) beginning 1 July 2000, subject to budget approval. For one position, a senior level appointment may be considered. A Ph.D. is required. We are actively seeking individuals with a strong natural science background and a strong interest in research. The successful candidate will be expected to teach and supervise students in the areas of sociology, cognitive science, development, and evolutionary psychology. All stressing a biopsychological approach to issues of brain and behaviour. Preference is for candidates with strong research and teaching experience. Successful candidates will be expected to secure external funding to maintain an active research program. The University applies to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship, and especially those who have well-established research programs. The University is an equal opportunity employer and offers a non-smoking environment. New faculty are eligible to apply for university funding in support of research and scholarly activities. Located in southern Alberta, within sight of the Rocky Mountains. Lethbridge offers a sunny, dry climate with excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University focuses its excellence in undergraduate programs and has an enrollment of nearly 6,000 students. The University is an expansion phase and, among other projects, is building a \$37 million Library Information Network Centre (LINC). For more information about the University please visit our web site at www.ualberta.ca.

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to: Dr. Derek Sayer, Chair, Social Structure and Social Policy Search Committee, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. To arrive no later than January 7, 2000. The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

AUGUSTANA UNIVERSITY COLLEGE invites applications for a tenure-track appointment in Sociology beginning August 2000, subject to budget approval. The successful candidate will hold a Ph.D. in sociology or will be near completion of a demonstrated expertise in any of the various interpretive traditions in sociology (e.g., phenomenology, ethnomethodology, poststructuralism, symbolic interactionism, etc.). The successful candidate will be expected to teach and supervise students in the areas of family, social movements, and mass media are particularly encouraged to apply. The tenure-track position could lead to a cross-appointment with existing interdisciplinary studies programs (e.g., Canadian Studies, Environmental Studies, Women's Studies, etc.). Candidates will be evaluated in terms of their potential contribution to the achievement of Augustana's purpose as a liberal arts and sciences university that emphasizes excellence in undergraduate teaching. Augustana currently offers four-year undergraduate programs in Sociology. Initial rank and salary will be according to the qualifications and experience of the successful candidate. The university provides a safe work environment and is committed to the use of a senior faculty member to help the spouse of a new faculty member secure suitable employment. Augustana encourages both women and men to apply in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications (including Curriculum Vitae and three letters of reference) will be accepted until 15 December 1999 but should be submitted as soon as possible to: Dr. David W. Dabbs, Faculty of Arts and Sciences, Augustana University College, 4601 - 46th Avenue, Camrose, Alberta T4V 2R8. Phone: (780) 759-1502; Fax: (780) 759-1125. Augustana is a liberal arts and sciences university of the Anglican Society of the University of Canada and a member of the Association of Universities and Colleges of Canada (AUCC).

UNIVERSITY OF WINDSOR - Department of Sociology. The University of Windsor invites applications for a tenure-track position in Criminology commencing July 1, 2000. For details please visit our website at <http://www.uwindsor.ca/facultypositions>. Dr. Barry Adam, Head, Department of Sociology and Anthropology, University of Windsor, Windsor, ON N6B 3P4. Phone: (519) 937-3000, ext. 2189; Fax: (519) 937-3521; e-mail: adam@uwindsor.ca.

SOCIOLOGY & ANTHROPOLOGY

CONCORDIA UNIVERSITY - Faculty of Arts & Science, has up to five tenure-track positions available for candidates specializing in one or more of the following areas: Contemporary Theory; Social Inequality/Exclusion; Suburbity and Socialization; Culture and Representation; and Social Movements. Please see our full-page display ad in this issue.

SPANISH

CONCORDIA UNIVERSITY - Faculty of Arts & Science, has two tenure-track positions available - one in the area of Feminist Literature and Philosophy, and the other in Spanish American literature and culture. Please see our full-page display ad in this issue.

CONCORDIA UNIVERSITY - The Department of Classics, Modern Languages and Linguistics, invites applications for a limited term appointment in Spanish for the period of January 1 to May 31, 2000. The ideal candidate must possess an MA and native or near-native fluency in Spanish and English, as well as experience in teaching. Experience in the area of Peninsular literature is an asset. Teaching responsibilities may include the Spanish of the 16th and 17th centuries and a designated area of research and teaching strength, Social Structure and Social Policy. The floor level of the Assistant Professor salary range, effective for the 2000/01 university term, is \$42,000 (currently under negotiation). Applicants should submit a letter of application, curriculum vitae, and any other supporting material and arrange to provide three confidential letters of reference to be sent to:

Publisher's Statement Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, age, sex, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human Rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for senior positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censured can be obtained by writing to AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005, tel: (202) 737-5500.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures en fonction de la race, de l'origine nationale, de la religion, de la couleur, de l'âge, de l'état civil, de la situation familiale, ethnique, de l'orientation sexuelle, de l'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées, sauf si elles sont conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'un montant de 200 000 \$ doivent s'engager, comme condition de leur soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de l'ACPU de fournir des renseignements à caractère confidentiel.

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPU qui pourraient être intéressés. La perception de la liberté académique et le degré de sa protection varient d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors (AAUP) enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPU publie une liste d'universités fautive de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à AAUP, Suite 500, 1012 14th St. N.W., Washington, DC 20005, tel: (202) 737-5500.

AD DEADLINES 1999-2000

The Bulletin is published 10 times during the academic year. 1st week of each month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	September 15	August 15/16
October	October 15	September 15/16
November	November 5/9	October 15/16
December	November 5/9	November 12/99
January	December 3/99	December 10/99
February	January 7/00	January 14/00
March	February 7/00	February 14/00
April	March 6/00	March 13/00
May	April 7/00	April 14/00
June	May 5/00	May 12/00

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

CAUT Bulletin Right on Target for Academics.

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DATES LIMTES 1999-2000

Le Bulletin est publié dix fois pendant l'année universitaire : la 1^{re} semaine de chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	1 ^{er} septembre 1999	12 ^{ème} août 1999
Octobre	1 ^{er} septembre 1999	13 ^{ème} septembre 1999
Novembre	5 ^{ème} novembre 1999	10 ^{ème} octobre 1999
Décembre	5 ^{ème} novembre 1999	12 ^{ème} novembre 1999
Janvier	3 ^{ème} décembre 1999	10 ^{ème} décembre 1999
Février	7 ^{ème} janvier 2000	14 ^{ème} janvier 2000
Mars	7 ^{ème} février 2000	14 ^{ème} février 2000
Avril	6 ^{ème} mars 2000	13 ^{ème} mars 2000
Mai	7 ^{ème} avril 2000	14 ^{ème} avril 2000
Jun	5 ^{ème} mai 2000	12 ^{ème} mai 2000

Les dates d'impression sont à midi, HNE, à l'exception d'une modification survenue après la date limite.

LE BULLETIN DE L'ACPU

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Does Academic Freedom Really Matter?

By BILL BRUNEAU

IT is one of Michiel Horn's merits that he gives understandable and useable answers to the often abstract questions people ask about academic freedom. His new book shows how Canadian academics, university and college administrators, politicians, and lay people have dealt with academic freedom over the past century and more, illustrating how it took concrete form in professors' lives and in the development of our universities. His discussion of the rise of the CAUT in 1951, and its rapidly increasing influence in matters of academic freedom and tenure after 1958, underlines one of the book's central points: academic freedom in Canada, with its legal and contractual protections (especially tenure) is a surprisingly recent feature of the nation's academic life.

Horn's approach to writing reminds me of the late Richard Cobb. That fine historian of France used to say of his studies of the Revolution of the 1790s that, "Really, it's examples that matter." Horn would surely agree.

Of the 13 chapters in *Academic Freedom*, at least 10 consist largely of examples, followed by analysis and explanation. This way of writing takes academic freedom out of the realms of policy, straight ethics, and legal theory (not that Horn denies for a moment the importance of those things), and gives immediate and suggestive answers to the practical questions. It makes for a good read, too.

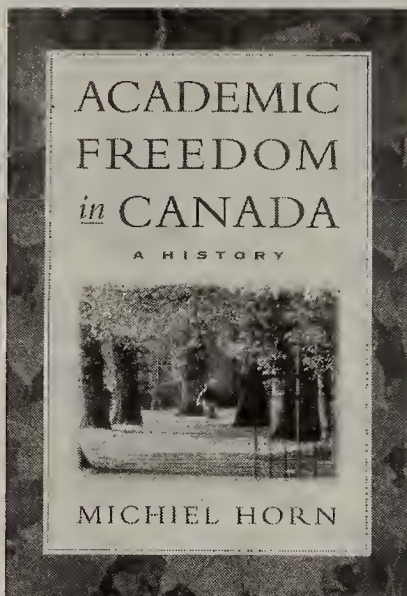
Here is Horn's way of tackling a practical and conceptually important aspect of academic freedom: that a teacher should not be evaluated, promoted, or dismissed on irrelevant grounds. At p. 65, Horn delights in telling of McMaster's President Humphrey Michell, who in 1923 "described Harold Adams Innis [one of Canada's pioneer social scientists] ... as 'a very nice fellow in every way and one likely to be an agreeable colleague, a consideration which is an important one.' He added, 'I have never met Mrs. Innis, but am told she is a very charming girl. All these things count ... in choosing a man for a permanent post.'"

Even better, the University of Toronto's W.T. Jackman said of a promising candidate that he had only one weakness as a teacher, "his shortness of stature." In reply, Sherwood Fox of Western University (later to become the University of Western Ontario) wrote that "One could not help noticing it on meeting him, but any objection that one might hold to it is largely overcome by the fact that his voice, manner and looks are very masculine. If he had a squeaky little voice it would certainly be a prohibitive combination."

It's hard not to smile, if not laugh aloud at stories like these. Horn's treatment of other cases shows, however, that attitudes and practices like these may lead to discipline or (outrageously) to dismissal without cause. The "grounds" for discipline and dismissal might include religious differences with the university administration or the outside social Establishment (for example, the cases of Leitch and Weir at Queen's in the 1860s, or activists at Laval in the early days of the Quiet Revolution). It has mattered surprisingly little whether one taught in a private and/or religious institution or in a public one (Mack Eastman found this out at UBC in the early 1920s, when he was called on the carpet because he hinted that scholarly, or "higher" criticism of the Bible was possibly a good thing).

A teacher might be mauled on account of his or her political persuasion (most famously, pp. 95-99, Frank Underhill at the University of Toronto in the late 1930s and the 1940s). In the wake of economic depression and of World War II, three members of the League for Social Reconstruction — King Gordon, Leonard Marsh, and Eugene Forsey — found themselves deprived of their teaching posts. Horn shows they were victims of suspicion, the suspicion they were out to change Canadian society, and just maybe "communist." At all events, they were anything but agreeable to the business and monied elites of that day. Their fates were reminiscent of a later dismissal (pp. 195-202), of George Hunter (Chemistry, University of Alberta, dismissed 1949), maybe guilty of annoying his university president, but suspected in those Cold War days of much worse.

Even a teacher's language and country of birth, not to mention his or her ethnicity or sex, might weigh against him or her: Horn tells (pp. 41-46) the sad fate of German-



Horn, Michiel. *Academic Freedom in Canada: A History*. Toronto: University of Toronto Press, 1999. pp. 446; cloth \$39.95 ca

speaking language and literature teachers at Toronto in the Great War, hounded out of work or even out of the country.

The insecurities bred of war and depression help to account for some of the cases Horn gives us, but not all. Canada's long history of religiously-coloured higher education, and behind that the force of organized religion more generally, explains a good deal. So does the simple fact that many academic and personnel decisions at Canadian universities were until the late 1960s made by non academics with no long-term stake in research and teaching. In most instances, those decisions emanated from boards of governors whose members were successful businessmen (and until recent days, we are quite certainly talking here of men, not women).

Horn is particularly effective in showing how very powerful Canadian university presidents were and are, how they have feared until surprisingly recent days the slightest sign of "disloyalty" in faculty members. This has been so despite the great presidential power.

If presidents disliked and feared one thing more than disloyalty, real or imagined, it was public controversy. Until the arrival of federal transfer payments in the 1950s, and the hiring crises/seller's market of the 1960s, funding of Canadian universities and colleges was scant, and the pressure to maintain quiet and cordial relations with government and business correspondingly great.

The book raises again and again the matter of funding and its link to public policy on higher education. Academic freedom and tenure are late arrivals on the Canadian scene partly because our public commitments to accessibility and to transparency in governance are themselves such recent arrivals.

The last two decades of cuts in funding could, on this line of argument, mean we are faced with the revival of social and economic conditions we thought dead and gone. The risk is of a new age of dead conformity.

"No greater challenge currently faces academic freedom than the growing dominance of ... 'economic correctness.' It ranges from demands that universities become more businesslike to the insistence that they become fully market-driven." (p. 333) Professor Horn's book shows that this is, in a sense, the latest outbreak of a virus that has infected us too often in the twentieth century.

Our world is almost unimaginably different from that of 1914 or even 1950. By opening higher education to huge cohorts of young people, and inviting new fields and disciplines into the tent, we have begun to act on the promise of equitable and fair distribution of knowledge and skill. These unprecedented developments could well strengthen academic freedom in Canada. There are two main reasons for taking this line of argument.

First, women, along with ethnic and other minorities, have insisted since the 1960s, in ways they could not before, that the university be transparent and fair in its operations. The point is to ensure the public can test the university's commitments to access and equity. The new social diversity of the Canadian professoriate implies that we have begun to meet one such test. Demands and tests of these kinds, aiming as they do at fairness and transparency, are consistent with the parallel demand for academic freedom.

On this point I find myself at odds with Professor Horn. His discussion of political correctness (pp. 327 ff.) puts "PC" in a long line of attempts "to limit debate and confine teaching, research, and publication to nonthreatening topics." Certainly his book provides ample proof that academic freedom has often suffered in the way he describes. The difference now is one of motive. Horn's book is clear that the motives of the past were aimed at the maintenance of drab conformity (see Horn's remarkable example of an illustrative case, that of Eric Infeld, at pp. 207-211). For many activists of the past 20 years, the motives have to do with breadth of access, fairness, a much nuanced understanding of due process, and equity on various definitions of that term.

Meanwhile, Canadian university and college teachers have formed unions and associations in every province and territory. CAUT has become a strong voice not just for academic freedom, tenure, participatory university government, and due process in administration. One reason the professoriate has built CAUT and local associations, and will likely continue down that path, is the rise of a new managerialism in Canadian higher education. The case of Nancy Olivieri and the Apotex contract with the University of Toronto, not yet fully resolved, shows academic freedom and tenure are not well understood in Canada's board rooms, whether they are boards of governors ... or boards of corporate directors!

Academic freedom is likely to survive in these conditions only if faculty members press hard for it, protect it, and take strong steps outside and inside the university to strengthen it. Horn's book emphasizes the period before 1965, but offers a penultimate "postscript" chapter (pp. 309-349) on the years since then. Although Horn describes well the rapidly rising workload of both CAUT's Academic Freedom and Tenure Committee and Executive Committee, he underplays the extensive work done by local and provincial faculty associations in the cause of academic freedom. In understating the case, he invites a narrower-than-necessary reading of the past and the present situation of faculty unions and associations.

On a broader reading, faculty unions and associations will be important agents in the fight for academic freedom. Supported by others who value access, equity, and transparency—students, parents, ever larger segments of the public—faculty unions and associations are a necessary, if not sufficient bulwark against these latest threats.

Horn's *Academic Freedom* joins a short list of good books on the history and theory of academic freedom. I think of Hofstadter and Metzger's work on the rise of academic freedom in the United States, courageously written and published in the midst of the Cold War. There is our own Canadian contribution, the collection of essays published as *A Place of Liberty* (1964), just as the whole structure of university governance in Canada was about to change. I think, too, of Conrad Russell's still more recent work (1993) on *Academic Freedom*.

Professor Horn's new book, engagingly written, and constructively critical, deserves to be included as a full partner on that short list. ■

(Bill Bruneau is past president of the Canadian Association of University Teachers.)